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IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF TEXAS  
DALLAS DIVISION  
CHARLENE CARTER )  
) CIVIL ACTION NO.  
VS. ) 3:17-CV-02278-X  
)  
SOUTHWEST AIRLINES CO., AND )  
TRANSPORT WORKERS UNION OF )  
AMERICA, LOCAL 556 )

-----  
CONFIDENTIAL  
VIDEOTAPED DEPOSITION OF  
AUDREY STONE  
NOVEMBER 24, 2020  
-----

ANSWERS AND DEPOSITION OF AUDREY STONE,  
produced as a witness at the instance of the  
Plaintiff, taken in the above-styled and -numbered  
cause on NOVEMBER 24, 2020, at 9:07 a.m., before  
CHARIS M. HENDRICK, a Certified Shorthand Reporter  
in and for the State of Texas, witness located at  
Gillespie Sanford LLP, 4803 Gaston Avenue, Dallas,  
Texas, pursuant to the Federal Rules of Civil  
Procedure, the current emergency order regarding  
the COVID-19 State of Disaster, and the provisions  
stated on the record or attached hereto.

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13  
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PROCEEDINGS

1  
2 THE VIDEOGRAPHER: We are now on  
3 record. Today's date is November 24th, 2020. The  
4 time is 9:07 a.m. Will counsel please introduce  
5 yourselves; after which, will the court reporter  
6 please swear in the witness?  
7 MR. GILLIAM: Matthew Gilliam for  
8 plaintiff Charlene Carter.  
9 MR. CORRELL: Michael Correll for  
10 defendant Southwest Airlines.  
11 MR. GREENFIELD: Adam Greenfield on  
12 behalf of defendant TWU Local 556.  
13 MR. CLOUTMAN: Ed Cloutman also on  
14 behalf of TWU Local 556.  
15 MR. GILLESPIE: Joseph Gillespie on  
16 behalf of the witness, Audrey Stone.  
17 THE REPORTER: This deposition is  
18 being conducted remotely in accordance with the  
19 current emergency order regarding the COVID-19  
20 State of Disaster.  
21 My name is Charis Hendrick, Court  
22 Reporter, CSR No. 3469. I am administering the  
23 oath and reporting the deposition remotely by  
24 stenographic means from my home in Ellis County,  
25 Texas.

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1 AUDREY STONE,  
2 having been first duly sworn, testified as follows:  
3 EXAMINATION  
4 BY MR. GILLIAM:  
5 Q. Good morning, Ms. Stone.  
6 A. Morning.  
7 Q. My name is Matt Gilliam and I am the  
8 attorney representing plaintiff Charlene Carter in  
9 the case of Carter v. Transport Workers Union of  
10 America Local 556 and Southwest Airlines. And I am  
11 here today to ask you some questions regarding the  
12 case.  
13 If at any point you need a break, just  
14 let me know. And do -- do you understand why  
15 you're here today?  
16 A. Yes.  
17 Q. Okay. And you understand that you are  
18 here under Subpoena?  
19 A. Yes.  
20 Q. Okay. And did you receive the Subpoena?  
21 A. Yes.  
22 Q. And have you had the chance to read the  
23 Subpoena?  
24 A. Yes.  
25 Q. Okay. I would like to mark Document 20 as

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1 Exhibit 1.  
2 (Exhibit 1 marked.)  
3 Q. (By Mr. Gilliam) And if you could just  
4 take a look at dark -- Document 20. You know what,  
5 let me back up a bit because I realize that this is  
6 -- this is a different Subpoena. So we can -- we  
7 can talk about this later.  
8 But returning to the Subpoena that was  
9 served upon you for you -- your appearance today,  
10 do you understand that Mr. Gillespie accepted that  
11 Subpoena on your behalf?  
12 A. Yes, I do.  
13 Q. Okay. And do you have any objections to  
14 the Subpoena?  
15 A. No.  
16 Q. Okay. And did you receive the check that  
17 was tendered to Mr. Gillespie for \$40?  
18 A. Yes.  
19 Q. Okay. All right. And you also understand  
20 that there is a Protective Order in this case?  
21 A. Yes.  
22 Q. And you have been informed of the terms of  
23 the Protective Order?  
24 A. Yes, I have.  
25 Q. Okay. All right. Well, have you been

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1   deposed before?  
2    **A. Yes.**  
3    Q. Okay. Then you -- you understand how it  
4    goes. I will ask you some questions and you -- you  
5    will answer them truthfully to the best of your  
6    ability. Since the reporter is preparing a written  
7    transcript, it's important that you give clear,  
8    verbal answers. No head nods, no huh-uhs and  
9    uh-huhs; do you understand?  
10   **A. Yes, I do.**  
11    Q. Okay. And so that we can develop a clear  
12    record, it's also important that we don't talk over  
13    each other. So I will try to let you finish your  
14    answers before I ask another question. And  
15    likewise, if you could let me finish my question  
16    before you answer, that will make sure that we get  
17    a clear record; is that understood?  
18    **A. Yes.**  
19    Q. Okay. And where are you currently  
20    employed?  
21    **A. Southwest Airlines.**  
22    Q. Okay. And you're employed as a flight  
23    attendant, correct?  
24    **A. Yes, that's correct.**  
25    Q. Okay. And where are you based out of?

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1    **A. Baltimore/Washington.**  
2    Q. Okay. And how long have you been employed  
3    with Southwest Airlines?  
4    **A. 16 years.**  
5    Q. Okay. And have you always been employed  
6    as a flight attendant?  
7    **A. Yes.**  
8    Q. Okay. Now, when you first started with  
9    Southwest Airlines, where were you originally  
10   based?  
11   **A. Baltimore/Washington.**  
12    Q. Okay. Have you always been based in  
13    Baltimore/Washington?  
14    **A. No, I haven't.**  
15    Q. Okay. And where else have you been based  
16    besides Baltimore/Washington?  
17    **A. Las Vegas.**  
18    Q. Okay. And when were you based from -- out  
19    of Las Vegas?  
20    **A. I was based in Las Vegas from, I believe,**  
21    **2013 until 2018.**  
22    Q. Okay. And after 2018, did you switch your  
23    -- your base back to Baltimore?  
24    **A. Yes, I did.**  
25    Q. Okay. Now, have you been based anywhere

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1    else apart from those two locations?  
2    **A. No.**  
3    Q. Okay. All right. And you were formally  
4    president of TWU Local 556, correct?  
5    **A. Yes.**  
6    Q. And if I say "the union" today, you will  
7    understand that I am referring to TWU Local 556?  
8    **A. Yes.**  
9    Q. Okay. And, now, prior to serving as  
10   president, did you hold any other offices with TWU  
11   Local 556?  
12   **A. I did.**  
13    Q. I am sorry. You said you did not?  
14    **A. I said I did.**  
15    Q. Oh, okay. And what other elected offices  
16   have you held with TWU Local 556?  
17    **A. I have held the elected office of shop**  
18   **steward, a -- in the Baltimore domicile, executive**  
19   **board member. As well as first vice president.**  
20    Q. Okay. Have you held any other offices  
21   with Local 556?  
22    **A. Yes, I have.**  
23    Q. Okay. What other offices have you held  
24   with Local 556?  
25    **A. I have held the position of lead**

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1   **negotiator for our negotiating team in contract**  
2   **bargaining with Southwest Airlines. I have also**  
3   **held various committee chairperson positions, as**  
4   **well as co-chairperson positions, including the**  
5   **education committee, the working women's committee**  
6   **and the committee on political education.**  
7    Q. Okay. All right. Have you held any other  
8   offices with TWU Local 556?  
9    **A. Not that I can recall.**  
10   Q. Okay. And how long have you been a union  
11   member?  
12   **A. Since I completed probation at Southwest**  
13   **Airlines in 2004.**  
14   Q. Okay. And what was the first elected  
15   office you held with TWU Local 556?  
16    **A. Shop steward.**  
17   Q. Okay. And who -- who votes in the shop  
18   steward elections?  
19    **A. That is whichever members are attending**  
20   **the -- that domicile's section of membership**  
21   **meeting when the election take place -- takes**  
22   **place, which is every three years following the TWU**  
23   **Local 556 officer elections.**  
24   Q. Okay. And by domicile, that's the same as  
25   a base?

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1     **A. Yes.**  
2     Q. Okay.  
3     **A. We use the two interchangeably.**  
4     Q. Okay. And while it's on my mind, I think  
5 you -- you might have said that you were the  
6 domicile board member for Baltimore?  
7     **A. Yes, that's correct.**  
8     Q. Is a domicile board member also called a  
9 DEBM?  
10    **A. Yes.**  
11    Q. Okay. All right. And when were you first  
12 elected shop steward?  
13    **A. 2006.**  
14    Q. Okay. And how long were you a shop  
15 steward for?  
16    **A. I believe I have been a shop steward since**  
17 **2006. You are allowed to hold multiple positions**  
18 **simultaneously. I believe I have been reelected as**  
19 **a shop steward every three years since 2006.**  
20    Q. Okay. And I apologize. I had a little  
21 problem with the -- the audio when you first said  
22 it. You said a shop steward is elected every three  
23 years following a particular event; and I -- I am  
24 not sure that I heard clearly the -- the event.  
25    **A. Yes. The shop steward elections take**

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1     **place at the membership meetings that follow the**  
2 **officer -- the TWU Local 556 officer elections that**  
3 **occur every three years.**  
4     Q. Okay. All right. And when did you first  
5 become a DEBM out of Baltimore?  
6     **A. June 2008, I believe.**  
7     Q. Okay. And how long did you hold that  
8 position?  
9     **A. Through April 2012.**  
10    Q. Okay. And in 2012, did you decide not to  
11 run again?  
12    **A. No. In the 2012 elections, I ran for a**  
13 **different position.**  
14    Q. Okay. And which position did you run for  
15 in the 2012 elections?  
16    **A. The first vice president.**  
17    Q. Okay. And when you decided to run for  
18 first vice president in 2012 -- well, let me -- let  
19 me ask the question this way: Would you have been  
20 unable to hold both the DEBM position and the first  
21 vice president position at the same time?  
22    **A. Yes, that's correct.**  
23    Q. Okay. And in the election for first vice  
24 president in 2012, did you win that election?  
25    **A. No, I did not.**

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1     Q. Okay. All right. And did you remain as  
2 DEBM after losing the election for first vice  
3 president?  
4     **A. No, I did not.**  
5     Q. Okay. And when did you serve as lead  
6 negotiator on the negotiating team?  
7     **A. That began June 2013 and remained for the**  
8 **duration of my term as president, which ended in**  
9 **April of 2018.**  
10    Q. Okay. Now, I think you said you served on  
11 an education committee. Were you the chair of the  
12 education committee?  
13    **A. I was the -- a co-chair of the education**  
14 **committee.**  
15    Q. Okay. And when were you co-chair of the  
16 education committee?  
17    **A. I became co-chair at some point after I**  
18 **joined the executive board as the Baltimore DEBM.**  
19 **And I remained on the education committee through**  
20 **-- through my DEBM term. And I may -- I may have**  
21 **been chair at one point, the education -- it was**  
22 **two different terms, and we had co-chairs that**  
23 **changed over at some point during that term.**  
24    Q. Okay. And when did you serve on the  
25 working women's committee?

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1     **A. I served on that beginning in the 2000 --**  
2 **I believe, at some point in 2013, when the**  
3 **international -- I originally was serving on the TW**  
4 **(sic) International working women's committee. And**  
5 **then they asked all of the locals to begin starting**  
6 **a local chapter within the locals; and I ended up**  
7 **taking over that initially.**  
8     Q. Okay. When -- when had you started  
9 serving on the international working women's  
10 committee?  
11    **A. When I became president.**  
12    Q. Okay.  
13    **A. I had attended a meeting of the**  
14 **international committee -- when I was a DEBM, I**  
15 **believe I attended one meeting. And then I started**  
16 **going regularly once I became the president.**  
17    Q. Okay. And that was on the international  
18 committee?  
19    **A. Yes.**  
20    Q. Okay. All right. And you -- you  
21 mentioned starting the initiative. Were you  
22 involved in setting up working women's committees  
23 at other locals, other TWU locals outside of 556?  
24    **A. No, I was not.**  
25    Q. Okay. All right. And how -- and I am



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1 sorry if you said, how long did you serve on the --  
2 the working women's committee?

3 **A. In general or as chair?**

4 **Q. As chair.**

5 **A. I served as chair until, I believe,**  
6 **December 2016.**

7 **Q. Okay. Okay. And then at -- at that**  
8 **point, did you step down as chair?**

9 **A. The executive board appointed a new chair**  
10 **at -- at -- at my request; at my suggestion, a new**  
11 **chair came in.**

12 **Q. Okay. And why had you suggested to the**  
13 **executive board that they appoint a new chair?**

14 **A. I was continuing to go to the meetings for**  
15 **international when my schedule permitted, but we**  
16 **had been involved in contract negotiations and I**  
17 **didn't have the -- the time on my schedule to**  
18 **really fill that committee up within our local.**  
19 **And I had not been able to attend one of the**  
20 **international meetings.**

21 **And we had someone -- we had a female**  
22 **on our board who was very interested in the**  
23 **committee and had expressed a willingness to take**  
24 **that over and really build it up within our local**  
25 **in a way that I had not been able to do because of**

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1 **just time and scheduling, all of the other**  
2 **responsibilities I had as president and being**  
3 **co-chair.**

4 **Q. Okay. And who was that individual who**  
5 **wanted to, I guess, take the -- the role?**

6 **A. Jessica Parker.**

7 **Q. Okay. And did Jessica Parker become the**  
8 **new chair for the working women's committee?**

9 **A. For the local, yes.**

10 **Q. Okay. Now, when you mentioned, I guess,**  
11 **your -- your involvement in international, was that**  
12 **an involvement in the working women's committee at**  
13 **the international level?**

14 **A. Yes, it was.**

15 **Q. Okay. Now, were -- were you involved with**  
16 **the international in, I guess, other roles?**

17 **A. Yes, I was.**

18 **Q. Okay. What -- what else did you do with**  
19 **the international?**

20 **A. I was initially elected to the TWU**  
21 **International executive board. And then I was**  
22 **later elected to the -- their international**  
23 **council.**

24 **Q. Okay. And who -- I guess, who elected you**  
25 **to the international's executive board?**

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1 **A. Those were the -- the international**  
2 **leadership, which was comprised of the then**  
3 **executive -- at the time, the -- the international**  
4 **council and the international officers, I believe.**

5 **Q. Okay. So --**

6 **A. Actually, I am sorry. Let me rephrase**  
7 **that. My first position on the board, that**  
8 **election took place at the convention in September**  
9 **2013. So that was an election of all of the**  
10 **delegates from TWU across the system that elected**  
11 **me to the executive board position. Later on, it**  
12 **was the -- the international officers that -- when**  
13 **I went from the board position to the council**  
14 **level, that was a vote of them.**

15 **Q. Okay. And are the international officers**  
16 **members of the council?**

17 **A. There is three levels of leadership within**  
18 **TWU International. It's the officers, then the**  
19 **council and then the board.**

20 **Q. Okay. And what does the -- the**  
21 **international board do?**

22 **A. The international board attends a meeting.**  
23 **It used to -- at that time, it was annually --**  
24 **along with the council and the officers. They**  
25 **attend a meeting once a year and review reports,**

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1 **financials, and receive updates across the system**  
2 **of the -- all of the various TWU locals.**

3 **Q. Okay. And what -- what sort of updates do**  
4 **they receive?**

5 **A. Basic updates about what was going on in**  
6 **the -- each local's -- if they were in bargaining,**  
7 **if they were growing membership. All of the TWU**  
8 **International committees provided reports on what**  
9 **their committees were working on, items like that.**

10 **Q. Okay. And what did the international**  
11 **council do?**

12 **A. The international council was also at**  
13 **these meetings, the annual meeting. And then they**  
14 **met usually an additional two to three times a year**  
15 **with the officers.**

16 **Q. Okay. All right. And what type of**  
17 **business did you conduct at the annual meetings?**

18 **Well, let me ask it this way: What**  
19 **type of business did the council conduct at -- at**  
20 **its meetings?**

21 **A. The -- the similar -- same kind of**  
22 **business that was conducted at the annual meeting.**  
23 **It's just the board was not a part of the -- the**  
24 **more quarterly meetings.**

25 **Q. Okay. And were you ever a international**

Page 21

1 officer?

2 **A. No.**

3 Q. Okay. All right. And when you were  
4 elected to the international board, did you already  
5 know someone on the board?

6 **A. I knew one of the councilmembers who was**  
7 **also considered a vice president with**  
8 **international.**

9 Q. And who was that?

10 **A. Thom McDaniel.**

11 Q. Okay.

12 THE REPORTER: I'm sorry, say it  
13 again.

14 THE WITNESS: Thom McDaniel.

15 Q. (By Mr. Gilliam) And how did you know  
16 Thom McDaniel?

17 **A. He was a former president at TWU Local**  
18 **556.**

19 Q. Okay. And when was he president of Local  
20 556?

21 **A. He was president -- his term began -- his**  
22 **presidency began before I worked for Southwest**  
23 **Airlines. I believe it was around 2000 that he**  
24 **became president. And he remained president**  
25 **through April of 2012.**

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1 Q. Okay. All right. And did you know anyone  
2 else at the council or board level from TWU Local  
3 556?

4 **A. No.**

5 Q. Okay. And, again, at the international  
6 level, what -- what did the working women's  
7 committee do?

8 **A. I am sorry. May I ask -- the previous**  
9 **question you asked, can I ask you to repeat it?**  
10 **You had asked at the time I was elected about the**  
11 **board and council. Would you repeat your last**  
12 **question? I want to make sure I understood it**  
13 **correctly.**

14 Q. Okay.

15 MR. GILLIAM: Could the reporter read  
16 that back?

17 THE REPORTER: Sure.

18 (Record read by Reporter.)

19 **A. No. But there was another 556 member that**  
20 **was elected at the same time as I was to serve on**  
21 **the board.**

22 Q. (By Mr. Gilliam) Okay. And who was that?

23 **A. Our first vice president, Todd Gage.**

24 Q. Okay. Okay. Now, when you were elected,  
25 were any of the other officers, I guess, Local 556

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1 members or -- let me ask that again.

2 So did -- were any of the  
3 international officers persons you had known from  
4 Local 556?

5 **A. No.**

6 Q. Okay.

7 **A. Not besides Thom McDaniel, as I stated.**

8 Q. Okay. And -- and, again, at the  
9 international level, what did the working women's  
10 committee do?

11 **A. The working women's committee at that time**  
12 **was being chaired by a former 556 member who is no**  
13 **longer with us, Gwen York. She was working**  
14 **full-time for TWU International and she had been**  
15 **appointed chair of that committee. And a few times**  
16 **a year, the committee met and brought females and**  
17 **males from the locals who wanted to participate to**  
18 **talk about any issues that might be specifically**  
19 **affecting women in the workplace.**

20 Outside of our Local 556, the other  
21 locals at that time within TWU were all  
22 male-dominated and had very small percentages of  
23 women in their locals. So some of the women were  
24 bus operators struggling to get female restrooms  
25 installed on their bus routes because of the

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1 environment they were working in. So the committee  
2 met to -- to, you know, just discuss different  
3 initiatives or struggles that were facing, in  
4 particular, women in their working environments.

5 Some of the locals didn't have any  
6 type of contractual pro- -- provisions for  
7 maternity or parental leave. So discussions about,  
8 you know, how to advocate or bargain for additional  
9 protections for moms. Those are some of the -- the  
10 topics that were -- the committee was working on  
11 and topics that were discussed.

12 Q. Okay. Did it ever make any lobbying  
13 decisions?

14 **A. The actual committee, no.**

15 Q. Okay. Did the committee make any lobbying  
16 recommendations?

17 **A. Not to my knowledge, no.**

18 Q. Okay. And do you know if, among the  
19 topics that the working women's committee  
20 discussed, did they ever discuss reproductive  
21 rights?

22 **A. No.**

23 Q. Okay. All right. Now, returning back to  
24 some of your work with the local. I think that you  
25 had mentioned that you -- you served on the -- the

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1 committee for political education; is that correct?

2 **A. Under the TWU Constitution and -- the**  
3 **president of the local is automatically the chair**  
4 **of that committee, yes.**

5 Q. Okay. And how many persons are on that  
6 committee?

7 **A. When I became chair of that committee**  
8 **simply through becoming president, the executive**  
9 **board ended up appointing two co-chairs committee.**  
10 **And they did most of the day-to-day -- well, it**  
11 **wasn't even daily work on the committee, but they**  
12 **handled most of it because I was in bargaining with**  
13 **Southwest Airlines.**

14 **So the executive board put two strong**  
15 **co-chairs place to handle the day-to-day. And then**  
16 **there were -- I -- there were various committee**  
17 **members throughout all of our domiciles that worked**  
18 **on that committee with our co-chairs.**

19 Q. Okay. And who were your co-chairs?

20 **A. Matt Hettich and Bryan Orozco.**

21 Q. All right. And is the -- the committee on  
22 political education also called COPE?

23 **A. Yes.**

24 Q. Okay. And is -- so did -- did the COPE  
25 group have its own separate email that it received?

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1 **our members to contact representatives to ask for**  
2 **extension -- an extension on that.**

3 **So things that were related to -- that**  
4 **impacted that our members that were going on**  
5 **legislatively that impacted the airline world. If**  
6 **International sent out an update that they wanted**  
7 **us to also send out to our members, they -- they**  
8 **emailed our members separately and then we would**  
9 **sometimes, you know, reiterate communications for**  
10 **them as well.**

11 Q. Okay. Now, was there a means for the  
12 members to communicate back to the COPE committee?

13 **A. Yes. Some of the emails -- all of our**  
14 **committees have email -- usually have an email -- a**  
15 **designated email address, but the communications**  
16 **committee is who actually sent out our emails. And**  
17 **so depending the reply, however com set it up, some**  
18 **of those would go direct -- directly back to**  
19 **communications; some would go directly back to the**  
20 **committee.**

21 Q. Okay.

22 **A. As in the committee chairpersons.**

23 Q. Okay. All right. And you said that you  
24 became president in 2013; is that correct?

25 **A. Yes, it is.**

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1 **A. What do you mean that it received?**

2 Q. Well, I guess, let -- let me back up.

3 Did -- did COPE -- I guess, what --  
4 what did COPE do?

5 **A. The committee on political education was**  
6 **in our local. They had members that participated**  
7 **in the TWU International state conferences that**  
8 **occurred regionally throughout the system. They**  
9 **had members that had participated in some of the**  
10 **central label -- labor councils. Also, regionally**  
11 **and statewide, the committee on political education**  
12 **would work with International on lobbying events**  
13 **that might be going on.**

14 Q. Okay. And did -- did COPE communicate  
15 with the -- the union membership as well?

16 **A. Yes.**

17 Q. Okay. And did it -- I guess, did it email  
18 membership?

19 **A. Periodically, yes.**

20 Q. Okay. And what sort of things would COPE  
21 email the membership about?

22 **A. COPE would email the membership if there**  
23 **were things going on such as -- well, using a**  
24 **current example, you know, emails regarding**  
25 **extensions to the payroll support program, asking**

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1 Q. Okay. And did you -- did you run for  
2 president?

3 **A. At that time, no, I had not.**

4 Q. Okay. How did you come to be president in  
5 2013?

6 **A. As I had stated earlier, I had run for the**  
7 **first vice president position in the 2012 election.**  
8 **I lost that election. And in -- around May 2013,**  
9 **there -- our top five national officers, two of**  
10 **them resigned; and the other three national**  
11 **officers were removed from office by the executive**  
12 **board under the TWU International Constitution, as**  
13 **well as our local bylaws.**

14 **And under our bylaws, which govern**  
15 **local business -- again, in conjunction with the**  
16 **TWU Constitution, if there is a vacancy in any**  
17 **position for 18 months of the term, then the person**  
18 **that had the next-highest votes for that position**  
19 **in the election, the position goes to them with the**  
20 **exception of the presidency. And then any vacancy**  
21 **of the presidency, whether it's in the first half**  
22 **or the last half of the term, the first vice**  
23 **president moves up into the position of president.**

24 **So when resignations occurred of two**  
25 **of the officers in May 2013, those two positions**

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1 went to the people that had -- had the next-highest  
2 votes in the previous year's election. And then  
3 the first vice president was the first position  
4 removed by the executive board. And upon his  
5 removal, the first vice presidency went to me. I  
6 assumed the first vice president position. And  
7 shortly thereafter, both the treasurer and the  
8 president were removed from office as well. And I  
9 then I assumed the role of the president.

10 Q. Okay. And I am sorry, you said the  
11 treasurer and the -- the president were removed?

12 A. Yes. The -- it was -- it was total of the  
13 first vice president, the president and the  
14 treasurer.

15 Q. Okay. And who was the treasurer that was  
16 removed?

17 A. Jerry Lindemann.

18 Q. Okay. And who was the president who was  
19 removed?

20 A. Stacy K. Martin.

21 Q. And I apologize for my confusion. The --  
22 the first vice president was removed as well?

23 A. Yes.

24 Q. Okay. And who was the first vice  
25 president who was removed?

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1 Q. Okay.

2 A. For instance, a domicile executive board  
3 member is only voted on locally by the members in  
4 that domicile.

5 Q. Okay. Okay. I understand. Now, during  
6 your time as shop steward, did you also represent  
7 flight attendants at fact-finding meetings?

8 A. I did.

9 Q. Okay. And so would you say that you've --  
10 you've represented 100 employees or flight  
11 attendants at fact-finding meetings in your time as  
12 a shop steward?

13 A. Probably.

14 Q. Okay. I was just trying to get a general  
15 idea. I assumed it would be many.

16 Now, I guess, have you represented  
17 many flight attendants for social media violations?

18 A. I've represented a few.

19 Q. Okay. So it's -- it's fair to say you  
20 have represented maybe less than 10 for social  
21 media violations?

22 A. Yes.

23 Q. Okay. So while shop steward, who -- who  
24 have you represented for social media policy  
25 violation?

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1 A. Chris Klein (phonetic).

2 Q. All right. All right. And I think you  
3 had referred to the officers as national officers;  
4 is that right?

5 A. Yes.

6 Q. Okay. And I guess I am trying to  
7 understand the term "national." The -- these were  
8 the Local 556 officers, correct?

9 A. Correct.

10 Q. Okay. The union just refers to them as  
11 national officers?

12 A. In our executive board elections, there  
13 are -- there are positions that are voted on what  
14 we would call nationally, so all domiciles -- all  
15 members and all domiciles vote for those positions.  
16 And then there are some positions on the executive  
17 board that are only voted on locally by the members  
18 in that individual domicile. And then the  
19 Constitution defines the positions of officers.

20 Q. Okay. All right.

21 A. So any position amongst our Local 556  
22 executive board that is voted on nationally is  
23 considered a national position. And then the top  
24 five positions are officers that are elected  
25 nationally.

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1 A. As a shop steward, I -- I don't -- I don't  
2 know a name off the top of my head that I have  
3 represented as a shop steward.

4 Q. Okay. Have you ever represented Brett  
5 Nevarez for a social media policy violation?

6 A. Yes. It was not a fact-finding meeting,  
7 though.

8 Q. Okay. Was it an investigation conducted  
9 by the company?

10 A. No. It was a mandatory meeting.

11 Q. Okay.

12 A. Mandatory meetings are different than a  
13 fact-finding meeting.

14 Q. Okay. And what is a mandatory meeting?

15 A. A mandatory meeting is not an  
16 investigation. A mandatory meeting is where they  
17 want to have a discussion with the flight  
18 attendant, but they tell you in advance that no  
19 discipline will be issued because they are not  
20 conducting an investigation, but they want to have  
21 a discussion. And in any discussion with a member  
22 of management, a member has the right to have union  
23 representation present for that discussion.

24 Q. Okay. And did -- in this case, Brett  
25 Nevarez was called in for a mandatory meeting?



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1 A. Yes.

2 Q. Okay. And did Brett ask you to represent  
3 him at that meeting?

4 A. Yes.

5 Q. Okay. And what was that mandatory meeting  
6 about?

7 A. That meeting was about something he had  
8 posted on his wall that someone had complained to  
9 Southwest Airlines about.

10 Q. And what had Brett posted to his wall?

11 A. I don't recall. I -- that was over --  
12 that was a year and a half ago.

13 Q. All right. Do you know who reported him?

14 A. I don't know who reported him. I don't  
15 know who reported him. The -- what was discussed  
16 was just reminding him about the social media  
17 policy. And, again, I don't recall specifically  
18 what he posted, but I believe it was in regards to  
19 one of the lawsuits that had been filed against  
20 Local 556. And that was why there was an  
21 investigation and there was no discipline that  
22 could be issued because it was a lawsuit that was  
23 public information.

24 Q. Okay. And who did -- who did you and  
25 Brett meet with regarding the -- the votes?

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1 A. We met with one of the regional managers,  
2 Dave Kissman; and the Las Vegas base manager, Joe  
3 Hux, was there taking notes.

4 Q. Okay. All right. Now, did you ever  
5 represent other employees, other flight attendants  
6 for social media policy violations?

7 A. As a shop steward?

8 Q. In any capacity.

9 A. Yes.

10 Q. Okay. And who else did you represent?

11 A. I attended a Step 2 meeting along with the  
12 actual grievance specialist and -- for Brian  
13 Talburt.

14 Q. Okay. And did you represent any other  
15 Southwest flight attendants who were, I guess,  
16 being investigated for a social media policy  
17 violation?

18 A. In an actual meeting or just, in general,  
19 as -- in my role?

20 Q. In general.

21 A. Yes.

22 Q. Okay. And -- and who else?

23 A. I couldn't even go through -- I don't even  
24 know the names of all of the flight attendants.

25 There are a number of -- a large number of flight

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1 attendants that I, as my role as president and  
2 assisting grievance staff, spoke to and advocated  
3 for. I know -- I can give you some of their names.

4 Q. Sure, yeah. Who -- who do you recall?

5 A. Michelle Foley, Mary Ellen Matter, Holly  
6 Imamovic, Bill Holcomb, Rena Senel (phonetic).

7 Q. Okay. And for Michelle Foley, what do you  
8 recall about the social media violation that he or  
9 she was accused of?

10 A. She -- she and another flight attendant  
11 had attended a concert for a country -- a country  
12 musician who had a song out at that time or shortly  
13 before about getting drunk on an airplane. And  
14 they had posted photographs, I believe. I haven't  
15 looked at -- I haven't looked at any of that in  
16 years, but I believe they posted photographs of --  
17 of going to the concert and holding, I think,  
18 posters about -- about Southwest flight attendants  
19 getting people drunk on a plane.

20 And it was in reference to the song,  
21 but I believe they received 30-day suspensions for  
22 the -- the photos that they posted and what had  
23 been tagged.

24 Q. Okay. And at what point did you step in  
25 and advocate on their behalves?

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1 A. We had, at that time, in a very short  
2 window, a lot of social media cases that had come  
3 through. And my grievance chair had let me know  
4 that we -- we had just more than we had ever seen  
5 at that point and they were coming through quickly.  
6 Most of them were 30-day suspensions.

7 So she had come to me looking for  
8 guidance on, you know, how best to approach that  
9 because it just wasn't something we had -- we had  
10 really dealt with much at that point within our  
11 local.

12 Q. Okay. What -- around what time frame was  
13 that?

14 A. This was early 2015.

15 Q. Okay. And -- and who was the grievance  
16 chair you referred to?

17 A. Becky Parker.

18 Q. Okay. Was she the only grievance chair or  
19 was she a co-chair?

20 A. At that point, she was the only grievance  
21 chair.

22 Q. Okay. And had Southwest already issued  
23 the 30-day suspensions before Becky Parker came to  
24 you?

25 A. Yes. They issued numerous 30-day

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1 **suspensions for -- for a number of employees.**

2 Q. Okay. And, specifically, Southwest had  
3 issued 30-day suspensions in the case of Michelle  
4 Foley and this other flight attendant?

5 **A. Yes. I believe that one was -- I believe**  
6 **it was Mary -- Mary Ellen Matter that was with her.**

7 Q. Okay. And you -- I think you -- so did  
8 you advocate on behalf of Michelle and Mary  
9 Ellen --

10 **A. Yes.**

11 Q. -- after -- sorry. I apologize. I am  
12 slow with my question. So after hearing from --  
13 from Becky, you -- you advocated for Michelle and  
14 Mary Ellen Matter to the company?

15 **A. Yes.**

16 Q. Okay. And had they filed a grievance yet?

17 **A. Yes.**

18 Q. Okay. And what -- I guess, what -- what  
19 did you say to the company?

20 **A. There were -- I advocated for them, along**  
21 **with numerous other flight attendants, about the**  
22 **social media -- all of the discipline we had at**  
23 **that time under social media. So it was part of a**  
24 **group discussion with -- with the -- ultimately**  
25 **ended up being the vice president of inflight that**

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1 **I met with to discuss all of the social media**  
2 **issues, including Michelle and Mary Ellen Matter's.**

3 Q. Okay. And who is the VP of inflight at  
4 that time?

5 **A. Mike Hafner.**

6 Q. Okay. And what did you say to -- to Mike  
7 Hafner in that meeting?

8 **A. I told him that we had -- I had, you know,**  
9 **tried to have conversations with leaders on the**  
10 **lower level about the amount of social media**  
11 **discipline that they were suddenly issuing after we**  
12 **had only seen one or two cases really over a few**  
13 **years' time. And that there seemed to be**  
14 **inconsistencies both base to base; there were**  
15 **inconsistencies regarding whether there was a nexus**  
16 **to work under their definition, that some of the**  
17 **social media violations weren't even -- it wasn't**  
18 **even reported by an employee.**

19 **There -- it was straight social media.**

20 **There was no bullying or harassment that had been**  
21 **cited along with many of those. And that we were**  
22 **going to -- that we were having conversations with**  
23 **our attorney on how to best approach those. And**  
24 **that we would look at taking --**

25 **MR. GREENFIELD: Audrey -- Audrey, if**

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1 I may jump in for a moment. I would, please,  
2 advise you that any conversations that stemmed from  
3 -- which you had with counsel for Local 556 during  
4 that time, that we keep those confidential as those  
5 are protected by the attorney/client privilege.  
6 And I will instruct you not to base any of your  
7 answers on those conversations.

8 And while we're on the record at this  
9 point, I would like to make it clear that Ms. Stone  
10 is here in her individual capacity and not as a  
11 representative of TWU Local 556 at this time; that  
12 she is here in her individual capacity and has her  
13 own legal counsel. You may continue. I am sorry  
14 to interrupt, Matt.

15 **MR. GILLIAM: No. You are fine.**  
16 **Understood.**

17 Q. (By Mr. Gilliam) Do you need the question  
18 read back, Ms. Stone, so you can answer or --

19 **A. No.**

20 Q. Okay.

21 **A. So -- so I was stating that I had stated**  
22 **to Mike Hafner that we were exploring all options**  
23 **on how to approach this sudden influx of social**  
24 **media and what appeared to be inconsistencies with**  
25 **how Southwest was applying it to flight attendants.**

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1 **And in that conversation, you know, he**  
2 **asked me if he had an opportunity to look at all of**  
3 **the cases that I brought forward, you know, what**  
4 **was my request. And I told him I was -- you know,**  
5 **specifically asked to meet with him because I**  
6 **hadn't -- you know, that my team had not gotten**  
7 **anywhere speaking to, again, the lower levels of**  
8 **management. And that I hoped he would look at**  
9 **every single case.**

10 **And, like I said, there were various**  
11 **cases in that batch. There were senior flight**  
12 **attendants, there were junior flight attendants.**  
13 **There was one who was actually on probation; I**  
14 **mentioned her name earlier. There were -- one of**  
15 **them was in union leadership. And there were**  
16 **others in that batch of social media cases who were**  
17 **nonmembers of the union as well. So it was a wide**  
18 **range of flight attendants and I had advocated for**  
19 **them all and asked him to take a look. And he**  
20 **agreed -- he agreed that he would.**

21 **I gave him the list of every single,**  
22 **you know, name, at that time, of flight attendant**  
23 **we had an active social media grievance for.**

24 Q. Okay. And when was it that you met with  
25 Mike Hafner?

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1 **A. I believe it was March 2015.**

2 Q. Okay. And was this one meeting or a  
3 series of meetings you had with Mike Hafner?

4 **A. No. It was just that one meeting.**

5 Q. Okay. And after -- well, let me ask  
6 first: Was it just you and Mike Hafner in that  
7 meeting?

8 **A. Yes.**

9 Q. Okay. And -- and where did the meeting  
10 take place?

11 **A. Meeting took place at my office.**

12 Q. Okay. All right. And after having that  
13 meeting with Mike Hafner, did he respond at some  
14 point to what -- what you had presented to him?

15 **A. He did. He contacted me, I believe, the  
16 next day -- within the next day or two. And he  
17 said that he was going to have someone contact me  
18 directly about settlement offers for -- for all of  
19 the -- the cases.**

20 Q. Okay. And when he responded to you, did  
21 he communicate anything else?

22 **A. I -- when I had talked to him, I had asked  
23 to -- outside of the -- the cases that were in  
24 front of us, I felt like we needed to have further  
25 conversations about social media activity amongst**

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1 **our work group. And had said that I hoped we could  
2 continue having conversations regardless of the  
3 outcome of the individual cases about how Southwest  
4 was going to handle, you know, social media  
5 specific to our work group going forward.**

6 **So when he contacted me to follow back  
7 up, it was just specific to the active grievances  
8 and said, you know, we would try to have future  
9 conversations going forward about the second part  
10 of my request to -- to, again, just -- just  
11 continue the conversation about social media and  
12 how the policy was being applied to flight  
13 attendants.**

14 **Because they had indicated that flight  
15 attendants -- of all of the work groups at  
16 Southwest Airlines, flight attendants were the ones  
17 that were most prolific at use -- utilizing social  
18 media and the department that had the highest  
19 number of social media activity.**

20 Q. Okay. And did someone reach out to you  
21 regarding settlement of those specific cases?

22 **A. Yes.**

23 Q. Okay. And who was that?

24 **A. Naomi Hudson, who was the senior director  
25 of labor relations.**

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1 Q. Okay. And when did Naomi Hudson reach out  
2 to you?

3 **A. She reached out to me, I believe, the next  
4 day after Mike Hafner had called me.**

5 Q. Okay. And what was the -- the offer, if  
6 any, that Naomi Hudson presented?

7 **A. Well, we -- we set up a meeting -- a time  
8 to meet. And she sat down and offered settlements  
9 on all but one of the active social media  
10 grievances, including, I mean -- on a -- well, all  
11 of them. Some had -- some, the board had not heard  
12 yet; some, the board had voted to proceed on; some,  
13 the board had voted not to proceed on. She offered  
14 settlements on all of them except for one, and that  
15 was the probationary.**

16 **And all of the settlements were -- for  
17 the people that were suspended or terminated, it  
18 was to bring them back and remove the suspensions.  
19 I believe, most of them, it was converted to a  
20 written warning in their file. And they offered  
21 back pay as well for most of the flight attendants  
22 that had been on a suspension.**

23 Q. Okay. And did -- were -- were some of the  
24 people who, I guess, obtained one of the -- well,  
25 who was offered a favorable settlement, had -- was

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1 -- the discipline involved termination?

2 **A. Yes.**

3 Q. Okay. All right. Do you remember about  
4 how many cases were involved in that settlement  
5 offer?

6 **A. Off the top of my head, there were  
7 probably at least 10. They were -- and they had  
8 all been issued in, I think, less than a 90-day  
9 time frame. We had gone from zero social media  
10 cases to -- I guess, had 10 to maybe 15 at that  
11 time.**

12 **And -- and the -- the one -- the one  
13 that she didn't want to offer a settlement on  
14 because it was a probationary flight attendant and  
15 there -- therefore, not covered by the contract,  
16 you know, regarding the same union rights in terms  
17 of discipline, I pushed back and was able to have  
18 that probationary -- who had been terminated as  
19 well, I was able to have her brought back too.**

20 Q. Okay. Do you remember the name of that  
21 probationary flight attendant?

22 **A. Rena Senel.**

23 Q. Okay. And I think you mentioned some of  
24 the names earlier. I guess I will -- I will go  
25 through the list. Was -- was Brian Talburt part of

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1 that settlement?  
2 **A. Yes.**  
3 Q. Okay. Was -- Michelle Foley part of that  
4 settlement?  
5 **A. Yes.**  
6 Q. Okay. Was Mary Ellen Matter part of that  
7 settlement?  
8 **A. Yes.**  
9 Q. Okay. Was Holly Imamovic part of that  
10 settlement?  
11 **A. Yes.**  
12 Q. And was Bill Holcomb part of that  
13 settlement?  
14 **A. Yes.**  
15 Q. Okay. Do you remember any other names,  
16 other flight attendants who were part of that  
17 settlement?  
18 **A. Those are the ones I remember off the top**  
19 **of my head. There were others, but I don't recall.**  
20 Q. Okay. Now, are you familiar with the term  
21 "last-chance agreement"?  
22 **A. Yes, I am.**  
23 Q. Okay. Now, these -- I guess, as part of  
24 this settlement, did these employees have to sign a  
25 last-chance agreement?

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1 **A. I believe so.**  
2 Q. Okay. All right. And I guess I don't  
3 want to misstate what you said, but you seemed to  
4 have indicated an increase in the social media  
5 policy violation maybe within the prior 90 days or  
6 so. Please correct me if I am wrong. But in 2014,  
7 had you seen many social media policy violations?  
8 **A. No.**  
9 Q. Okay.  
10 **A. And may I go back to a previous question?**  
11 Q. Sure.  
12 **A. You had asked about last-chance**  
13 **agreements, and I said I believe so, but I am**  
14 **trying to visualize because that was -- it was five**  
15 **and a half years ago. They were much shorter. I**  
16 **am not certain that they were last-chance**  
17 **agreements. The last-chance agreements are usually**  
18 **longer documents; they are -- got a lot of legalese**  
19 **in them. They required employees to sign them.**  
20 **And I don't recall -- I don't recall**  
21 **those steps taking place for those social media**  
22 **issues in 2015. I -- I think they were more of the**  
23 **general settlement offers that are -- that -- that**  
24 **happen regularly between the union and Southwest**  
25 **Airlines for grievances.**

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1 Q. Okay.  
2 **A. Again, I haven't looked at any of those in**  
3 **years, but in visualizing them, I believe they were**  
4 **just regular settlement offers, not last-chance**  
5 **agreements.**  
6 Q. Okay. And so those -- those agreements  
7 evolved, in a way, over your time as president?  
8 **A. I don't understand your question.**  
9 Q. Yeah. Sure. So the -- I guess, the --  
10 the settlement agreement that -- well, no. Just --  
11 I'll -- I'll withdraw the question.  
12 Going -- going back to 2014, do you  
13 know if there would, say, be 10 social media policy  
14 violations in a year?  
15 **A. I -- I don't think we had even seen -- I**  
16 **don't believe so. I don't think we had 10 the**  
17 **whole year in 2014, to my recollection.**  
18 Q. Okay. Might it have been less than five?  
19 **A. It might have been.**  
20 Q. Okay. And I referred to social media  
21 policy violations, but at this time, in 2015, did  
22 -- did Southwest have several different policies  
23 that could be involved based off of a flight  
24 attendant's social media activities?  
25 **A. Southwest had other policies in place in**

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1 **2015, but to my recollection, the specific cases**  
2 **we've been -- or you have been asking me about,**  
3 **those, I believe, the majority of those flight**  
4 **attendants was just cited with social -- with**  
5 **social media -- violation of the -- the social**  
6 **media policy. Again, to my -- to my recollection.**  
7 **But there were other policies in**  
8 **place, yes. Both via Southwest Airlines' general**  
9 **policies for employees, as well as our specific --**  
10 **at the time, it was called a -- working conduct**  
11 **rules that applied just to flight attendants as**  
12 **well.**  
13 Q. Okay. Was there a bullying and hazing  
14 policy at the time in 2015?  
15 **A. Yes, I believe so.**  
16 Q. Okay. Do you know if any -- any flight  
17 attendants were being called in for a violation of  
18 the workplace bullying and hazing policy that --  
19 **A. I don't know -- sorry.**  
20 Q. No, that's my fault. Yeah, I was going to  
21 say, were they being called in for a violation of  
22 the workplace bullying and hazing policy that  
23 stemmed from their -- their social media  
24 activities?  
25 **A. I don't recall that there were any**



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1 specifically addressing that.

2 Q. Okay. And did Southwest also have a, I  
3 guess, sexual harassment and discrimination policy  
4 at that time?

5 A. Yes.

6 Q. Okay. And do you know if any flight  
7 attendants were getting called in because their  
8 social media activity was alleged to have violated  
9 that sexual harassment, discrimination policy?

10 A. Again, I don't recall that specifically.  
11 Because all of my conversations that I was having  
12 with Southwest leadership that I had just spoken to  
13 were specific to the social media violations.

14 Q. Okay. Now, I want to go back a second.  
15 You mentioned Brian Talburt. Who -- who was Brian  
16 Talburt?

17 A. He's a Southwest Airlines flight  
18 attendant.

19 Q. Okay. And he is still a Southwest flight  
20 attendant?

21 A. Yes.

22 Q. Okay. And has he held any positions with  
23 the union?

24 A. He's not held the elected positions. He  
25 has held, I believe, positions helping the

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1 bridge to help funnel communication and information  
2 from the negotiating team to help dis- --  
3 disseminate it to the membership.

4 Q. Okay. And did you call this CAN for sure  
5 -- short?

6 A. Yes.

7 Q. And about how many flight attendants were  
8 -- were involved in the contract action network?

9 A. I -- initially, I believe we had two to  
10 three per domicile; so 20-plus. And then we -- we  
11 had people, you know, sign up to be an additional  
12 part of that. I don't know what the total number  
13 ended up being.

14 Q. Okay. And when -- when was Brian Talburt  
15 part of the contract action network?

16 A. I believe -- I believe we put that in  
17 place in 2014.

18 Q. Do you know if he's continuously been  
19 involved with the contract action network?

20 A. No, he hasn't. We -- we -- the work with  
21 contract action network ended in 2015.

22 Q. Okay. And why did that end in 2015?

23 A. After the first tentative agreement  
24 failed, that particular committee ended.

25 Q. Okay. And was -- was -- did -- did the --

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1 negotiating team. And I think the first one was  
2 called pre- -- the precinct captain program, before  
3 my time. And then we had our version of one at the  
4 beginning of our negotiations -- was called the  
5 contract action network. So he was one of our --  
6 our flight attendants that was on that.

7 Q. Okay. And what is the contract action  
8 network?

9 A. They were flight attendants brought in  
10 from all of the domiciles to meet with the  
11 negotiating team and our strategic advisor and talk  
12 about how best to educate our flight attendants.  
13 Because we are a large work group spread out across  
14 the country, what communication channels should we  
15 be using to talk to them to direct people to  
16 information about negotiations.

17 They would do what we would call  
18 lounge mobilizations where we would have a  
19 coordinated day, we would publicize it in advance  
20 and let our members know that on this day, in all  
21 domiciles, during these times, members of your  
22 negotiating team, flight attendants on our contract  
23 action network, would be in the lounges to answer  
24 questions about negotiations, what was going on.

25 So they were an additional kind of

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1 did anyone decide to end the contract action  
2 network committee because it was deemed to be  
3 unsuccessful in light of the -- the tentative --  
4 tentative agreements' rejection?

5 A. No, it wasn't that. It was that we just  
6 -- we -- we revamped everything. Even our  
7 negotiating team had a change of members. We -- we  
8 took a reset with everything related to bargaining  
9 after that. And that was related to our bargaining  
10 agreement.

11 Q. Okay. And do you know when Brian Talburt  
12 was a precinct captain?

13 A. I don't. That was before -- that program  
14 was set up before I worked for Southwest.

15 Q. Okay. And do you know if Brian Talburt  
16 held any other positions with the union?

17 A. No.

18 Q. No, he didn't; or, no, you don't --

19 A. Well, not to my knowledge.

20 Q. Okay. And what -- what do you remember  
21 about Brian Talburt's, I guess, social media  
22 violation at that time, in 2015?

23 A. He had had a converse -- there was, I  
24 believe, a conversation about a flight attendant.  
25 And he and another flight attendant were talking

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1 **about this individual. And I believe Brian used --**  
2 **called him a fucktard.**

3 Q. Okay. And do you know if the -- the  
4 company actually issued any discipline against him?

5 **A. Yes.**

6 Q. Okay. And was he -- was he terminated or  
7 given a 30-day suspension?

8 **A. He was terminated.**

9 Q. Okay. And, now, apart from the -- the  
10 country music concert I think you described, do you  
11 know if Mary Ellen Matter was involved in any other  
12 social media policy complaints in -- in 2015?

13 **A. I don't recall.**

14 Q. Okay. And what do you remember about  
15 Holly Imamovic's, I guess, social media policy  
16 violation?

17 **A. She -- I don't remember the details. I**  
18 **believe she had posted something and she had**  
19 **hashtagged Southwest Airlines. And I believe it**  
20 **was -- it was reported by outside of Southwest.**  
21 **And what she posted, I believe, they -- they viewed**  
22 **as -- as a violation of the social media policy**  
23 **because of the -- the negative image they felt like**  
24 **it reflected on that. But I don't -- I don't**  
25 **remember the details specifically to that -- that**

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1 **-- that particular case files.**

2 Q. Okay. Do you remember who reported her?

3 **A. No.**

4 Q. Okay. Do you know who reported Brian  
5 Talburt?

6 **A. No, I don't.**

7 Q. Okay. And I am not -- I apologize if I  
8 already asked. Do you know who reported Michelle  
9 Foley and Mary Ellen Matter?

10 **A. No.**

11 Q. Okay. All right. And what do you  
12 remember about Bill Holcomb's social media policy  
13 violation?

14 **A. Again, I don't remember the details of**  
15 **what he posted, but I believe it was -- he was**  
16 **having a conversation about another -- another**  
17 **flight attendant and made a disparaging comment**  
18 **about the other flight attendant.**

19 Q. Okay. Do you remember the name of the  
20 other flight attendant?

21 **A. No.**

22 Q. Okay. Do you remember what the  
23 disparaging comment was?

24 **A. I don't.**

25 Q. Okay. And sorry to shift back to Brian

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1 Talburt. I -- I don't think I asked if you knew  
2 who the -- the flight attendant was that he called  
3 a fucktard?

4 **A. I -- no. I can picture his face right**  
5 **now, but I am blanking on his -- on his name.**

6 Q. All right. And was Holly given a  
7 suspension or terminated?

8 **A. Going back to your other question, I -- I**  
9 **believe -- I am not 100 percent certain; I believe**  
10 **it may have been T.J. Barrenn.**

11 Q. Okay. That -- that Brian Talburt called a  
12 fucktard?

13 **A. Yes.**

14 Q. Okay. All right. And for -- for Holly  
15 Imamovic, in 2015, was she terminated or given a  
16 30-day suspension?

17 And I apologize, maybe I misunderstood  
18 too. Let me -- let me back up and -- and ask the  
19 question again.

20 I know this is a group of flight  
21 attendants you add -- advocated before. Were they  
22 all originally terminated and you were able to  
23 reduce their discipline to a 30-day suspension or  
24 was it a mix of discipline -- disciplinary actions  
25 that were settled in another way?

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1 **A. No. It was not primarily terminations.**  
2 **It was primarily 30-day suspensions with a couple**  
3 **of terminations.**

4 Q. Okay.

5 **A. In that particular -- in this particular**  
6 **batch that -- that I referred to as -- as the group**  
7 **that I went to the VP with.**

8 Q. Okay. And for that particular batch,  
9 going back to Holly Imamovic's discipline, was that  
10 30-day suspension originally?

11 **A. Yes. I believe that one was a 30-day**  
12 **suspension. So the -- the -- the 30-day**  
13 **suspensions were moved to written warnings, and**  
14 **then the terminations were reduced down. Again, I**  
15 **don't recall the -- the specifics, but anybody**  
16 **terminated was brought back and suspensions were**  
17 **all removed.**

18 Q. Okay. And Bill Holcomb, do you remember  
19 if, in that 2015 batch, he originally had a 30-day  
20 suspension?

21 **A. Yes.**

22 Q. Okay. And -- and did he originally have a  
23 30-day suspension? Sorry. I -- my --

24 **A. The same question?**

25 Q. It -- it sounded like it, but I -- I just

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1 wanted to clarify your -- yes answer. So, yes,  
2 it's correct that Bill Holcomb had a 30-day  
3 suspension initially?  
4 **A. Yes.**  
5 Q. Okay. Okay. And going back in time a  
6 little bit. From the time you became president in  
7 2013 to 2014, was there -- or were there many  
8 social media policy violations?  
9 **A. Not that I recall.**  
10 Q. Okay. And so was it your -- I guess, your  
11 experience that the social media policy violations  
12 started to increase at the beginning of 2015?  
13 **A. Yes. I think the -- the very end of 2014**  
14 **and the very beginning of 2015.**  
15 Q. Okay. And why -- why do you believe there  
16 was an increase in the social media policy  
17 violations at the end of 2014 beginning of 2015?  
18 MR. CORRELL: Objection. Calls for  
19 speculation.  
20 Q. (By Mr. Gilliam) And, Ms. Stone, you can  
21 -- you can answer.  
22 **A. I don't -- I don't know.**  
23 Q. Okay. Okay. Let's see.  
24 MR. GILLESPIE: Mr. Gilliam, can we  
25 take a quick break? We've been going a little over

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1 an hour and a half.  
2 MR. GILLIAM: Yeah, sure, we can take  
3 a quick break.  
4 MR. GILLESPIE: Okay.  
5 THE VIDEOGRAPHER: We are off record  
6 at 10:39 a.m.  
7 (Recess taken.)  
8 THE VIDEOGRAPHER: We are back on  
9 record at 10:53 a.m.  
10 Q. (By Mr. Gilliam) All right. Ms. Stone,  
11 when Naomi Hudson presented the offer to settle  
12 some of the outstanding grievances in early 2015,  
13 did you take that -- those offers directly to the  
14 -- the flight attendants?  
15 **A. I took them to their grievance specialist**  
16 **that was individually handling each of those cases.**  
17 **And they were then tasked with speaking directly to**  
18 **each of the flight attendants regarding the**  
19 **settlement. So, no, I -- they were then turned**  
20 **over back to the individual team members that**  
21 **worked agreements.**  
22 Q. Okay. And how were the grievance  
23 specialists decided?  
24 **A. The grievance specialists, once they're in**  
25 **that role, it's usually through a rotation. The**

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1 **grievance chair manages that. And the grievance**  
2 **chair, when a new grievance would be -- would --**  
3 **would be filed, she would assign those based off of**  
4 **case loads to make sure that the case load was**  
5 **evenly distributed and that there wasn't one team**  
6 **member who had, say, 10 termination grievances and**  
7 **another had two.**  
8 Q. Okay. And did all the flight attendants  
9 end up accepting their offers?  
10 **A. I believe -- I believe there may have been**  
11 **one that -- that didn't accept theirs.**  
12 Q. Okay. And do you recall who that was?  
13 **A. I think it -- it was Mary Ellen Matter.**  
14 Q. Okay. And do you know why she didn't  
15 accept the offer?  
16 **A. I don't.**  
17 Q. Okay. All right. Now, did -- when --  
18 when Naomi Hudson made her offer, did she do that  
19 in an in-person meeting with you?  
20 **A. Yes.**  
21 Q. Okay. And did anybody else attend that  
22 meeting?  
23 **A. No.**  
24 Q. Okay. And -- and what else did you  
25 discuss with Naomi in that meeting?

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1 **A. We just discussed the -- the settlements**  
2 **on the individual cases.**  
3 Q. Okay. And after that meeting, did you  
4 have continued communications with the company  
5 about the social media policies?  
6 **A. I had one more conversation with Naomi and**  
7 **with Mike on one of the -- one of the grievances on**  
8 **the probationary. Naomi came back to me and said**  
9 **they were not going to bring the probationary**  
10 **flight attendant back. And I went back to Mike**  
11 **Hafner and he had been -- reinstate the**  
12 **probationary as well.**  
13 Q. Okay. And when you went back to Mike  
14 Hafner, what -- what was your argument to reinstate  
15 the probationary employee?  
16 **A. That the -- the post she had made, the**  
17 **grievance team, the -- the specialist that had --**  
18 **had, you know -- was working the case, and none of**  
19 **it believed it was a post that had she not been on**  
20 **probation, we don't believe, you know, it -- she**  
21 **would have even -- it would have risen to the level**  
22 **of discipline.**  
23 **And in my conversation -- her**  
24 **conversation with Mike when he followed up with me**  
25 **after our meeting, it had been my understanding**

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1 that he was going to reinstate or remove everyone.  
2 So I had been surprised when Naomi singled out the  
3 probationary, even though I understood that a  
4 probationary employee is treated differently under  
5 a contract. And so it just was -- was simply that;  
6 that I had thought she was going to be included in  
7 that and that I made an additional request that  
8 Rena be reinstated.

9 Q. Okay. And as you were, I guess,  
10 presenting your case for these flight attendants to  
11 Mike ham -- Hafner and -- and Naomi Hudson, was  
12 anyone else with the -- the union assisting you in  
13 making that case?

14 A. Not in the meetings I have been speaking  
15 to, no.

16 Q. Okay. Were -- were any of them assisting  
17 you in any other ways?

18 A. Well, each of those cases that had a  
19 grievance specialist that filed the grievance, that  
20 handles all of the paperwork around that; some of  
21 those flight attendants had already had Step 2  
22 meetings, which is the next step in the appeal, you  
23 know, process. So there were various union  
24 representatives that had been working those cases  
25 up to that point that I sat down and had the

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1 A. It -- it was -- my team came to me if they  
2 needed assistance or they felt like there was a  
3 larger, more global issue that needed to be  
4 addressed with the higher-up leaders because it was  
5 something they were seeing not just in one  
6 domicile, but across the system, as was this case.

7 Q. Okay. So it's correct that Becky Parker  
8 came to you and felt that there needed to be more a  
9 global solution, I guess, to the problems you were  
10 having with the enforcement of the social media  
11 policies?

12 A. Yes.

13 Q. Okay. And do you know if the -- I guess,  
14 the -- the grievance specialist had been trying to  
15 -- well, let me -- let me withdraw that.

16 I guess -- I think you had mentioned  
17 that the union had being seen -- had been seeing  
18 inconsistencies in the discipline under the social  
19 media policies; is that right?

20 A. Yes.

21 Q. Okay. And, I guess, what -- what were  
22 those inconsistencies exactly that the union was  
23 seeing in discipline?

24 A. In one example where two flight attendants  
25 were talking about another flight attendant in a

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1 meeting with Mike Hafner.

2 Q. Okay. Do you know if any of the union's  
3 representatives were communicating directly with  
4 Mike Hafner and Naomi at that time?

5 A. No, they were not.

6 Q. Okay. All right. And I think you had  
7 mentioned that prior to your discussions with Mike  
8 Hafner, you had tried to have conversations with  
9 the -- the leaders on the lower level about social  
10 media. Would -- would those have been the base  
11 managers?

12 A. The -- my staff, our union office, the  
13 grievance specialist. Again, each of those flight  
14 attendants, they were not all in the same point of  
15 the grievance process, but most of them had at  
16 least gone through the appeal process and their  
17 appeals had been denied. So there were numerous  
18 folks having conversations on behalf of the flight  
19 attendants up to that point.

20 Q. Okay.

21 A. Not just -- not just me. Because, again,  
22 a grievance specialist, that's -- that's what they  
23 do. My role didn't involve day-to-day processing  
24 of grievances.

25 Q. Okay.

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1 negative manner, one of the flight attendants was  
2 terminated and the other received a written  
3 warning.

4 Q. Now, do you know why there were  
5 inconsistencies in those two cases?

6 A. No.

7 Q. Okay. And in those two cases, do you know  
8 if different base managers were involved?

9 A. No. The two flight attendants came from  
10 the same base.

11 Q. Okay. Did anyone with the union ask why  
12 there was inconsistencies in treatment?

13 A. I asked when I was having the discussion  
14 with Mike Hafner. I used it as an example to show  
15 why I believed there was inconsistencies.

16 Q. Okay. Did Mike Hafner explain the  
17 inconsistency?

18 A. No, he did not have an answer.

19 Q. Okay. And I think you also mentioned  
20 inconsistencies related to the nexus to work; what  
21 -- what inconsistencies do you remember there?

22 A. The -- the -- some of the social media  
23 violations were conversations that were directly  
24 happening between employees about other employees.  
25 And others were items that someone had posted on



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1 **their wall or something that they had shared not**  
2 **with or about, you know, Southwest Airlines; no**  
3 **other employees involved.**

4 Q. In those cases where employees posted on  
5 their -- their wall not with or about Southwest  
6 Airlines, do you know if they had anything on their  
7 site that showed that they were a flight attendant?

8 **A. I don't know.**

9 Q. Okay. And I -- I think you might have  
10 also mentioned that the union might have been  
11 exploring options on how to approach issues with  
12 inconsistency. I guess, without revealing any  
13 communications you had with your attorneys, what --  
14 what options were -- were you exploring regarding  
15 those inconsistencies?

16 **A. Those were discussed with legal counsel.**

17 Q. Okay. And did -- did you ever discuss the  
18 -- the, I guess, different options the union had to  
19 approach inconsistency with the executive board  
20 outside the, I guess, presence of legal counsel?

21 **A. No.**

22 Q. Okay. And once -- well, after Naomi  
23 Hudson presented the offer for the -- the -- the  
24 various flight attendants, when did you speak to  
25 Naomi Hudson about those flight attendants again?

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1 **A. I didn't -- I didn't speak to Naomi about**  
2 **the rest of the flight attendants. I've already**  
3 **answered that I spoke to her again regarding the**  
4 **one flight attendant that she had excluded, who was**  
5 **the probationary. But after that, it was the**  
6 **grievance specialist that handled the processing of**  
7 **the settlements both with the individual flight**  
8 **attendants, as well as the members on Naomi's**  
9 **corresponding team that handled the day-to-day**  
10 **grievance filing and resolution.**

11 Q. Okay. And I guess what I am -- I am -- I  
12 am asking: Did you -- did you go back to Mike  
13 Hafner and -- and confirm that, you know -- well,  
14 okay, let me back up.

15 So I -- I think maybe I understand.

16 So the -- did the grievance specialist, I guess,  
17 accept those offers on behalf of those employees  
18 with the persons they were corresponding with?

19 **A. Well, the flight attendant in a discipline**  
20 **case has -- has to choose to accept it, but then**  
21 **the grievance specialist will sign and send on**  
22 **behalf of the flight attendant.**

23 Q. Okay. And correct me if I am wrong, I  
24 think you had also indicated too that you -- you  
25 had told Mike Hafner that you -- you wanted to have

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1 an ongoing communication about social media policy  
2 issues; is that right?

3 **A. Yes.**

4 Q. Okay. And so after your -- your  
5 conversation with Mike about the -- the -- I guess,  
6 the probationary flight attendant, did you have  
7 continuing communications with Southwest about the  
8 social media policies?

9 **A. Not really. Mike, you know, changed**  
10 **positions and was -- at some -- I believe it was**  
11 **sometime later that year, no longer the vice**  
12 **president of our department. We got a new vice**  
13 **president of inflight and she wasn't -- she just --**  
14 **the conversations didn't happen once she took over**  
15 **in that position.**

16 Q. Okay. And who was the new vice president  
17 of inflight?

18 **A. Sonya Lacore.**

19 Q. Okay. Did you try to speak to Ms. Lacore  
20 about the social media policy issues?

21 **A. I did.**

22 Q. And did -- I guess, were -- were -- were  
23 your efforts to discuss those with her  
24 unsuccessful?

25 **A. They just didn't go anywhere. It had been**

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1 **on a -- I think a -- kind of a list that Mike had**  
2 **handed down to her of things that were in the --**  
3 **you know, in the works or on the table, for lack of**  
4 **a better word, with the union. And they appear, to**  
5 **me, to be very -- just they were different kind of**  
6 **leaders and it just wasn't -- I asked and it just**  
7 **wasn't something that she was -- appeared to be**  
8 **interested in carving time out to really, you know,**  
9 **dig down into.**

10 Q. Okay. Do you remember when that was you  
11 -- you approached Ms. Lacore?

12 **A. It was shortly after Mike left his**  
13 **position.**

14 Q. Okay. And when did Mike leave his  
15 position?

16 **A. I don't recall exactly, but I believe it**  
17 **was -- I believe it was in December of 2015.**

18 Q. Okay. All right. Now, earlier, I think  
19 you mentioned your -- your involvement on a few  
20 different committees. Now, as -- as president, did  
21 you regularly participate in all of the different  
22 union committees?

23 **A. No, not regularly.**

24 Q. Okay. Now, I guess, I am not sure if --  
25 okay. Let's -- I did ask that.

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1 So what -- what were your day-to-day  
2 responsibilities as president?

3 A. I was responsible for sharing our  
4 executive board meetings, communicating with our  
5 executive board, keeping them in the loop on  
6 anything going on. My position is one of the few,  
7 under our bylaws, that does require that I be in  
8 Dallas at our union office on a full-time basis.

9 I was responsible for sharing myself  
10 or my designee. And -- and we do have a caveat in  
11 our bylaws for a designee, which is usually one of  
12 the vice presidents under all the presidential  
13 duties, for the membership meetings that had to  
14 take place at least three times a year. And all of  
15 our -- discussion in all of our domiciles.

16 I was responsible for overseeing  
17 Section 6 bargaining, our contract negotiation with  
18 Southwest Airlines, as well as the negotiating  
19 team. I was responsible for overseeing the  
20 grievance team. The grievance chair reported to  
21 me. I was responsible for staffing the union  
22 office.

23 I mentioned I was the chairperson  
24 under our TWU Constitution. I also forgot that,  
25 under our Constitution, I became the mobilization

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1 organizing committee chairperson when that  
2 committee was formed. Our -- because our  
3 Constitution stated the president had to be the  
4 chair of the organizing committee. So I oversaw  
5 that committee.

6 I was responsible for writing  
7 president reports, overseeing communications about  
8 negotiations, anything related to negotiations.  
9 Was responsible for communicating about -- to the  
10 executive board regarding, you know, any topics,  
11 anything going on with Southwest Airlines. I also  
12 was responsible in attending quarterly meetings  
13 with the other union leaders on property, as well  
14 as attending Southwest Airlines' labor earnings  
15 briefing every quarter. I am just trying to think  
16 if there is anything I've --

17 Q. Sure.

18 A. -- not listed. I was responsible for --  
19 either myself or someone else -- if our committees  
20 were meeting for, you know, an annual training,  
21 things like that; was -- was responsible to speak  
22 to them on behalf of 556 or ensure I had a  
23 representative designee go. I also oversaw our new  
24 hire -- the flight attendants that were in  
25 training.

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1 I am sorry. I forgot about that as  
2 well. I was, at one point, the new-hire committee  
3 chairperson. So I spoke to -- schedule permitting,  
4 myself or a designee spoke to the flight attendant  
5 candidate training classes, as well as oversaw the  
6 dinner that the union hosted at our offices  
7 following that. I was responsible for hiring and  
8 filling any vacancies we had on the grievance  
9 staff. That's all I can think of.

10 Q. Okay. And if you remember any more, we  
11 can -- you know, you can mention it later. I did  
12 have a question. What -- what does the mobilizing  
13 and organizing committee do?

14 A. The -- the organizing committee is defined  
15 in our TWU Constitution. We're -- we're -- each  
16 local is supposed to have one. Locals within TWU  
17 work differently. We -- our members -- Southwest  
18 Airlines flight attendants are required to be a  
19 member to be a part of 556. So we looked at how --  
20 within an organizing world, how can we, you know,  
21 organize our flight attendants; what would that  
22 look like with our group in terms of mobilization;  
23 how to get more flight attendants active within the  
24 union.

25 And the mobilization organizing

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1 committee really worked closely with the  
2 negotiating team as kind of -- to help the  
3 negotiating team with any of the efforts going on.  
4 Like with CAN, for example; to help the negotiating  
5 team, you know, get information to the members that  
6 were going to be out there doing lounge  
7 mobilizations; to bring feedback back to the  
8 negotiating team.

9 We needed to know about what kind of  
10 activities would our members, you know, like to be  
11 involved in just to get people more involved, more  
12 mobilized, more aware of what was going on,  
13 particularly around contract negotiations because  
14 that was the focus for us at that time.

15 Q. Okay. Did it -- did it address issues  
16 related to employees who elected to be nonmembers  
17 of the union as opposed to full-dues-paying  
18 members?

19 A. No. Not at all.

20 Q. Okay. All right. So when you became  
21 union president, was there already a collective  
22 bargaining agreement in place?

23 A. There was, yes.

24 Q. Okay. Do you recall when that collective  
25 bargaining agreement was set to expire?

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1 **A. Our collective bargaining agreements don't**  
2 **expire because we fall under the Railway Labor Act.**  
3 **And under the RLA, they become amendable.**

4 Q. Okay. The -- the -- the collective  
5 bargaining agreements do have an end date on them,  
6 correct?

7 **A. They have an amendable date, not an**  
8 **expiration date. They remain in effect until a new**  
9 **contract is brought up -- is negotiated and**  
10 **ratified.**

11 Q. Okay. So if a contract has on the front  
12 page it's effective from a certain date to October  
13 of 2018, then the October 2018 is the amendable  
14 date?

15 **A. That's correct.**

16 Q. Okay. All right. And after you became  
17 president, when did the CBA that was existing at  
18 the time first become amendable?

19 **A. June 1st, 2013.**

20 Q. Okay. And had -- well, were -- were  
21 negotiation -- okay. So did negotiations start  
22 sometime after June 1st, 2013?

23 **A. Yes, they did.**

24 Q. Okay. And you participated in those  
25 negotiations?

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1 **A. Yes, I did.**

2 Q. Okay. And, now, is the -- the process,  
3 basically, Southwest and the union negotiates until  
4 they reach a tentative agreement?

5 **A. Yes.**

6 Q. Okay. And do they try to reach -- well,  
7 again -- again, just for my understanding, I mean,  
8 are they negotiating to reach a tentative agreement  
9 on all issues or do they reach just a tentative  
10 agreement on a document as a whole?

11 **A. The tentative agreement for our contract**  
12 **is on the document as a whole, the entire**  
13 **collective bargaining agreement.**

14 Q. Okay. And when -- do you recall exactly  
15 when negotiations started after June 1st, 2013?

16 **A. I believe it was around June 10th.**

17 Q. Okay. And how -- well, when did -- so  
18 after June 10th, when negotiations began, when did  
19 Southwest and the union reach a tentative  
20 agreement?

21 **A. We reached a tentative agreement, I**  
22 **believe, early July 2015.**

23 Q. Okay. And were Southwest and the union  
24 negotiating continuously between June of 2013 and  
25 July of 2015?

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1 **A. Yes.**

2 Q. Okay. And so do -- do they have meetings  
3 -- do the negotiating teams have meetings about  
4 once a month?

5 **A. No. We usually met more frequently than**  
6 **that.**

7 Q. Okay. Okay. So it was more frequently  
8 than once per month. Was there ever a hiatus --  
9 well, that's probably the wrong term to use.

10 Was there ever a -- I guess, a break  
11 in the negotiations in the sense that there was  
12 some window between June 10th and early July 2015  
13 where the parties weren't negotiating?

14 **A. No.**

15 Q. Okay. All right. And when Southwest and  
16 the union reached a tentative agreement in July of  
17 2015, did the union's negotiating team take that  
18 tentative agreement to the executive board?

19 **A. Yes, they did.**

20 Q. Okay. And did the executive board vote to  
21 submit that to the membership?

22 MR. GREENFIELD: And, Ms. Stone, I am  
23 going to ask you to refrain from providing  
24 testimony to the extent the executive board was in  
25 executive session with legal counsel present, as

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1 it's attorney/client privilege. But you may answer  
2 if -- if it does not include that.

3 THE WITNESS: Okay.

4 **A. Yes, the executive board put the tentative**  
5 **agreement out to the membership for a vote.**

6 Q. (By Mr. Gilliam) Okay. And is that the  
7 typical practice that when -- when there is a  
8 tentative agreement -- agreement reached between  
9 the two parties, that the executive board has a  
10 vote whether to, I guess, submit it to the  
11 membership or not?

12 **A. Yes, it's outlined in our TWU Local 556**  
13 **bylaws.**

14 Q. Okay. When that -- what happened when the  
15 -- that tentative agreement was presented to the  
16 membership?

17 **A. It was rejected.**

18 Q. Okay. And when -- when did they vote?

19 **A. I don't recall the specific dates that**  
20 **they voted. It was voted on in July of 2015.**

21 Q. Okay. All right. So after July -- I am  
22 sorry. After the membership voted to reject the  
23 first TA in July of 2015, did the negotiating team  
24 go straight back to the negotiating table?

25 **A. No, we did not.**

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1 Q. Okay. When did negotiations between the  
2 two sides resume?

3 **A. I believe it was the end of 2015. I**  
4 **believe it was November, December of that year.**

5 Q. Okay. All right. And did the parties  
6 reach another tentative agreement at some point  
7 after that?

8 **A. Yes, we did.**

9 Q. Okay. And when did they reach a second  
10 tentative agreement?

11 **A. That agreement would be end -- the very**  
12 **end of September 2016.**

13 Q. Okay. And were negotiations, I guess,  
14 continuous between the company and the union from  
15 the time they resumed towards the end of 2015 and  
16 the end of September 2016?

17 **A. Yes.**

18 Q. Okay. And were -- were negotiations -- I  
19 guess, were -- were negotiation meetings held on  
20 about a weekly basis?

21 **A. Usually it was at least twice a month,**  
22 **typically scheduled for two- to three-day**  
23 **increments at a time, but depending on, you know,**  
24 **if there was a lot of progress being made, we had**  
25 **some meetings where we went four or five days in a**

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1 row.

2 Q. And -- and what you've described in terms  
3 of the frequency of -- of negotiations, was that --  
4 was that the same with the prior tentative  
5 agreement or was that just for the second tentative  
6 agreement?

7 **A. No. That -- that was the -- the typical,**  
8 **you know, of at least twice a month for a few days;**  
9 **just average, all parties' schedules permitting.**  
10 **And either side could always request additional**  
11 **dates as needed.**

12 Q. Okay. And -- and when -- when the company  
13 and the union reached a tentative agreement at the  
14 end of September 2016, is -- does that agreement  
15 include an agreement on the next amendable date?

16 **A. Yes, it does.**

17 Q. Okay. And what was the new amendable date  
18 that the company and the union agreed to in the  
19 second TA?

20 **A. October -- that contract went through**  
21 **October 31st, 2018. So November 1st of 2018 would**  
22 **have been the -- the first amendable date.**

23 Q. Okay. And do you know if it was sort of  
24 standard to agree on an amendable date two years  
25 out?

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1 **A. It was a shorter duration than some of the**  
2 **previous contracts had been.**

3 Q. Okay.

4 **A. Let me clarify. Just in terms of from**  
5 **when it was ratified to when it became amendable,**  
6 **but we had been in bargaining since 2013, so the**  
7 **total duration of the contract was a -- was a five**  
8 **-- over-five-year contract.**

9 Q. Okay.

10 **A. The start date goes back to the amendable**  
11 **date.**

12 Q. Okay. And did the executive board approve  
13 submission of the second tentative agreement to the  
14 membership?

15 **A. Yes. They did.**

16 Q. Okay. And did the membership vote to  
17 ratify the second tentative agreement?

18 **A. Yes, they did.**

19 Q. Okay. So do you recall when the second --  
20 well, I am sorry. Do you recall -- yeah. Do you  
21 recall when the -- the membership ratified the  
22 second tentative agreement?

23 **A. October 31st, 2016.**

24 Q. Okay. And did the company and the union  
25 sign it sometime thereafter?

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1 **A. It was signed, I believe, in January of**  
2 **2017.**

3 Q. Okay. So once the new, I guess, contract  
4 was signed in January 2017, did the negotiating  
5 teams for Southwest and the union meet anymore?

6 **A. Yes. We had a few additional meetings.**

7 Q. And did those meetings take place after  
8 January 2017?

9 **A. Yes.**

10 Q. And is the purpose of meeting to discuss  
11 the next contract?

12 **A. No.**

13 Q. Okay. Okay. And if you can say, what is  
14 the purpose of -- of the meetings that were held  
15 after the collective bargaining agreement was  
16 signed?

17 **A. First, it's to develop an implementation**  
18 **schedule. So any -- any changes in an agreement,**  
19 **you then have to negotiate when they are going to**  
20 **be implemented. It's not a simple it's ratified on**  
21 **October 31st and everything goes into effect the**  
22 **next day, particularly anything that requires**  
23 **reprogramming or technology.**

24 **So -- so there is some things that you**  
25 **hammer out in advance, like when a new pay rate**



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1 will go into effect. Because when you are putting  
2 something out, folks need to know, when -- when  
3 they are voting on something, the details of  
4 something of that significance. But then there is  
5 some of the other items that you meet once you  
6 reach the agreement and then, you know, once it's  
7 been ratified -- because Southwest isn't going to  
8 start making technology changes until -- until --  
9 until they know the agreement is ratified.

10 So the primary focus is for the  
11 implementation schedule piece. And then we also  
12 worked on adding to question and answers -- we call  
13 them Q&A's -- that had been done for previous  
14 contracts, but they existed in various places. So  
15 members of our negotiating team worked with some of  
16 the members of the Southwest Airlines negotiating  
17 team to create a master document that would have  
18 all of the various Q&A's that were still in effect,  
19 as well as adding any additional ones that needed  
20 to be added based off of new language in the  
21 ratified CBA. And putting together one  
22 comprehensive document that contained those, as  
23 well as any letters of agreement or letters of  
24 understanding that were not incorporated into the  
25 collective bargaining agreement; that was the --

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1 the primary focus.

2 And then there were some members of  
3 the negotiating team and some members of the  
4 Southwest Airlines teams that continued to meet  
5 after that to -- along with our scheduling  
6 committee to discuss satellite -- satellite base  
7 test agreement, which we had needed in our contract  
8 about it. And it specifically referred to the  
9 parties working together after ratification to  
10 flesh that out further.

11 Q. Okay. And, I guess, after the parties  
12 have signed a collective bargaining agreement, in  
13 addition to discussing everything else you -- you  
14 just described -- well -- well, I guess, let me ask  
15 the question this way: Did Southwest and the union  
16 ever discuss modifying the contract at some point  
17 in between an amendable date and when the last  
18 contract went into effect?

19 A. I don't -- can you repeat your question?

20 Q. Yeah. I guess, let me try to ask a better  
21 question here. Did Southwest and -- and the union  
22 ever attempt to discuss modifications of an  
23 existing contract, I guess, before an amendable  
24 date?

25 A. I am not -- I -- I am not certain if I

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1 understand your question.

2 Q. Let me try to ask a better question. So  
3 can -- can Southwest and the union modify their --  
4 their contract if there is -- if the need arises  
5 for some reason?

6 A. Yes, they could. Both parties would have  
7 to agree to it. And it would still have to be --  
8 there is -- and, I guess -- I guess, if you could  
9 define what you mean by modifying; that's -- there  
10 is -- that's the piece I'm -- I'm not sure I am  
11 understanding.

12 Q. Sure.

13 A. There is -- there is items that come up  
14 that -- that the contract is silent to or there is  
15 a discrepancy in, you know, interpretation. And  
16 the two parties can agree to a letter of agreement  
17 or a letter of understanding to a specific --  
18 around specific language in our contract that,  
19 again, is silent or there is something that's  
20 realized it wasn't adequately addressed within the  
21 contract language.

22 So the two parties can negotiate a  
23 letter of agreement or a letter of understanding,  
24 but that is separate and outside of Section 6  
25 negotiations or an actual modification of the

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1 contract under the way I considered modifying the  
2 contract.

3 Q. Okay. And in -- in 2017, were there any  
4 of those interpretation issues that the -- that  
5 Southwest and the union were -- were trying to  
6 address?

7 A. I believe so. I -- I feel like any given  
8 year that I was doing any work, there was usually  
9 more than one letter of agreement or letter of  
10 understanding; more than one a year that the two  
11 parties would -- would agree to.

12 Q. Okay.

13 A. And -- and -- yeah, that's it.

14 Q. Okay. And I think you -- you answered my  
15 question, so I -- I think we're -- we're good  
16 there.

17 MR. GILLIAM: Let's see. We can jump  
18 off the record if you want, but I was going to see  
19 when you-all might want to do lunch? Do you have a  
20 preference?

21 MR. CORRELL: I don't. Whenever you  
22 guys want to.

23 MR. GILLIAM: Because I can either  
24 break now or keep going, depending on what you-all  
25 want to do.

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1 MR. GILLESPIE: We have got food  
2 coming; not sure it's here yet. It's just  
3 sandwiches, but let me check with my assistant. Do  
4 you want to do, like, another 10 minutes, 15  
5 minutes?

6 MR. GILLIAM: Yeah. Okay. Let's --  
7 THE VIDEOGRAPHER: We are -- do you  
8 want to go off record? Hello?

9 MR. GILLESPIE: I think we are still  
10 -- we are still on the record.

11 MR. GILLIAM: Yeah, I think we are  
12 going to go for just a little bit longer.

13 THE VIDEOGRAPHER: Okay.

14 MR. GILLESPIE: And whenever -- I've  
15 already -- on the record, Matt, I am just going to  
16 say before I forget, the witness requested to  
17 review and sign under the Federal Rules. I just  
18 need to ask that before the end of the day.

19 MR. GILLIAM: I am sorry. I couldn't  
20 hear you very well, Joe.

21 MR. GILLESPIE: We're requesting for  
22 the witness to have the right to review and sign  
23 under the Federal Rules.

24 MR. GILLIAM: Okay.

25 MR. GILLESPIE: The court reporter get

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1 membership, when they became an objector, an agency  
2 fee objector, they also resign their union  
3 membership in that they can no longer vote on any  
4 elections within TWU Local 556. They can't vote on  
5 the tentative agreement or any side letters. They  
6 can't attend any membership meeting. They still,  
7 of course, have the right to be represented in any  
8 grievance matter that should arise if they filed.

9 Q. Okay. Now, when you became president,  
10 were there any objectors?

11 A. Yes.

12 Q. Okay. How many objectors were there when  
13 you became president?

14 A. I don't know exactly how many. There had  
15 typically been, let's say, a handful during my  
16 union career up to that point.

17 Q. Okay. And by handful, do you mean less  
18 than five?

19 A. Probably around -- around five.  
20 Definitely less than 10.

21 Q. Okay. Okay. And, now, at -- at some  
22 point after you became president, did more people  
23 resign and become objectors?

24 A. Yes.

25 Q. Okay. And when -- when did that start to

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1 that?

2 THE REPORTER: Yes -- yes, sir.

3 Q. (By Mr. Gilliam) All right. I will move  
4 forward here. Okay. Ms. Stone, are you -- do you  
5 recall any union members who resigned from the  
6 union, I guess, while you were president?

7 A. Yes.

8 Q. Okay. And do you know -- do you know what  
9 an objector is?

10 A. Yes, I do.

11 Q. Okay. And what is an objector?

12 A. Someone who resigns their union  
13 membership. They still pay their union dues; it's  
14 deducted from their paycheck just like a member,  
15 but under the TWU International agency fee policy,  
16 a percentage of their dues is refunded based upon  
17 the calculation that International uses under their  
18 policy -- portion of their dues is refunded; and  
19 it's the portion of dues that's not directly  
20 related to the basic running of the day-to-day  
21 operation, grievances, negotiating, enforcing  
22 contract. Specifically, anything that's political  
23 or legislative related; that's a portion of their  
24 dues that comes back to them.

25 And with the resignation of union

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1 happen?

2 A. I think it started to happen fall of 2013,  
3 more around in there. It shortly -- it was very  
4 shortly after I became president.

5 Q. Okay. Did any of those objectors  
6 communicate to you why they were resigning and  
7 objecting?

8 A. I don't know if anyone communicated with  
9 me directly. There -- there -- I know -- I believe  
10 the executive board received some communications  
11 just in general that there was a -- a push for  
12 flight attendants to opt out of the union in  
13 response to the executive board's decision to  
14 remove the officers that were in place before,  
15 which led to me becoming president. So it -- it  
16 was a movement kind of as -- as a stand against  
17 those of us that had come into office following the  
18 removals.

19 Q. Okay. Do you know about how many people  
20 opted out in total?

21 A. At the -- at the most that we had, I  
22 believe, was in the low 90s.

23 Q. Okay. All right. Now, so when you -- you  
24 started hearing about the objectors opting out, did  
25 you first hear about that in an executive board

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1 meeting?

2 **A. I don't recall.**

3 Q. Okay. And do you remember the -- the  
4 names of any of the objectors?

5 **A. Greg Hofer was one I remember.**

6 Q. Do you remember Jeanna Jackson?

7 **A. Yes. Jeanna Jackson. I believe -- I  
8 believe Kay Hogan was one of them. Charlene  
9 Carter. I believe -- Michelle Foley.**

10 THE REPORTER: I'm sorry, say those  
11 again.

12 **A. I believe Mary Ellen Matter, Michelle  
13 Foley. And I -- I don't recall other specific  
14 names right now.**

15 Q. (By Mr. Gilliam) Okay. And had -- I  
16 guess, were -- were you aware of who those flight  
17 attendants were in 2013 or 2014?

18 **A. Not all of them. There are some of them I  
19 have not ever met. Some of them had come to the  
20 membership meeting in the past.**

21 Q. Okay. In 2013 or 2014, did you know Greg  
22 Hofer?

23 **A. Yes. I knew of him through membership  
24 meetings and a union project that we had served on  
25 together years before.**

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1 Q. And what was the union project?

2 **A. It was called Project Redesign. It was  
3 under our previous president, Thom McDaniel. It  
4 was a group of flight attendants from across the  
5 system, including Greg Hofer, that were brought in  
6 to look at our current union structure because we  
7 -- we were growing. We had been growing at a rapid  
8 pace at that point. That took place -- I believe  
9 it was 2010 or so is when that project started.**

10 **And we had -- we had -- we had  
11 undergone a large amount of growth in the  
12 mid-2000s. And we had started growing again, and  
13 our union was still being run the same way it had  
14 been run, even some of our procedures that were in  
15 place, since -- basically, since we started. And  
16 we had started as a much, you know, smaller group  
17 with three domiciles.**

18 **And so it was to look at if there were  
19 more efficient ways; if there were different ways  
20 to revamp and modernize as -- to help to  
21 communicate with the work group within the confines  
22 of, you know, the Constitution, what was our  
23 bylaws. And then it was to also look at if there  
24 were changes that were recommended, what bylaws  
25 needed to then be changed at the next available**

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1 **opportunity to keep up with those recommendations.**

2 **So it was just to kind of look at ways to improve  
3 the running of the union. And what --**

4 Q. Okay.

5 **A. -- the unions would look like.**

6 Q. Okay. Now, did you know Jeanna Jackson in  
7 2013 and 2014?

8 **A. She had been at, I think just -- being --  
9 her being a member -- a membership meeting at some  
10 point over the years.**

11 Q. Okay. And did you know Kay Hogan in 2013  
12 or 2014?

13 **A. I knew of her because she's a former  
14 president of TWU Local 556.**

15 Q. Okay. And did you know Charlene Carter in  
16 2013 or 2014?

17 **A. Simply -- she attended, I believe, one  
18 membership meeting that I had been at.**

19 Q. Okay. And let's see. Mary Ellen Matter,  
20 did -- had you communicated with her in 2013 or  
21 2014?

22 **A. Again, we just -- she'd been at a  
23 membership meeting.**

24 Q. Okay. And is that the same case with  
25 Michelle -- Michelle Foley?

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1 **A. Yes. With the exception of Greg Hofer and  
2 -- in that project, they had just been flight  
3 attendants that had been present at a membership  
4 meeting.**

5 Q. Okay.

6 MR. GILLESPIE: Hey, Matt, if you want  
7 to go ahead and take that break, our lunch has  
8 arrived. So whenever you are ready to take that  
9 break, let us know.

10 MR. GILLIAM: You know what, now is  
11 probably just a good -- as good a time as any,  
12 so --

13 MR. GILLESPIE: Okay. Excellent.

14 MR. GILLIAM: How long?

15 THE VIDEOGRAPHER: Let's go off record  
16 real quick. We are off record at 11:59 a.m.  
17 (Lunch break had.)

18 THE VIDEOGRAPHER: We are back on  
19 record at 12:52 p.m.

20 Q. (By Mr. Gilliam) All right. Now,  
21 Ms. Stone, as president, did you regularly have  
22 union members contacting you with various  
23 complaints and issues about -- well, of any kind?

24 **A. Yes.**

25 Q. Okay. And how were they typically

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1 bringing their issues and complaints to you?

2 **A. Usually they would email -- if it was me**  
3 **directly, they would email me via my president**  
4 **email address for TWU Local 556. Sometimes they**  
5 **would call the office, either my direct extension,**  
6 **which is published; or call the general line and**  
7 **ask to be transferred to me. Those were the -- the**  
8 **two most common communication tools which flight**  
9 **attendants could reach me.**

10 Q. Okay. And did you travel frequently?

11 **A. I did. At times, more than others, just**  
12 **depending on schedule and, for instance, membership**  
13 **meetings. When membership meetings were going on,**  
14 **I traveled extensively for those. So I did some,**  
15 **but the bulk of my work was done in Dallas at our**  
16 **union office.**

17 Q. Okay. All right. And would -- would you  
18 say you were in the office on a weekly basis?

19 **A. Yes.**

20 Q. Okay. All right. And did you also have a  
21 Facebook page for members to message you at?

22 **A. Our union had a TWU Local 556 public**  
23 **Facebook page, but it was not -- the public page**  
24 **was not -- comments were not allowed. It was used**  
25 **as a communication tool for the union to post items**

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1 **to the membership; not for it to be a two-way**  
2 **vehicle. I -- I did not personally have any**  
3 **Facebook page set up for union members to**  
4 **communicate directly with me.**

5 Q. Okay. Did you have an account that was  
6 labeled Audrey Stone TWU 556?

7 **A. I believe I had an account at one point**  
8 **during one of the elections that I had designated**  
9 **as that, where I would post anything union related**  
10 **personally.**

11 Q. Okay. When did you open that account?

12 **A. I can't remember. I had a Facebook -- I**  
13 **had a Facebook account for a number of years. I**  
14 **think I may have designated that one after I became**  
15 **president.**

16 Q. Okay. So you -- you -- just to make sure  
17 I understand, you designated it -- did you  
18 designate it as Audrey Stone TWU after you became  
19 president?

20 **A. I think so.**

21 Q. Okay.

22 **A. I -- I am -- I am not 100 percent certain**  
23 **of when. I was not super active on Facebook before**  
24 **or after I was president. It was not a**  
25 **communication tool I primarily used, but I didn't**

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1 **want family and friends to -- to -- if I was going**  
2 **to post something regarding Local 556, I just**  
3 **didn't want family and friends to be inundated with**  
4 **that if -- if I was posting something that was**  
5 **union.**

6 Q. Okay. And is it -- is it correct to say  
7 that you definitely had that account open at the  
8 time of one of your elections?

9 **A. I had a Facebook account open during my**  
10 **2015 election. I may have had a Facebook account**  
11 **open during my DEBM election; I am not certain.**

12 Q. Okay. And did union members contact you  
13 at that Audrey Stone TWU Facebook account?

14 **A. On my page?**

15 Q. Either by sending you messages or posting  
16 on -- at Audrey Stone TWU page?

17 **A. Some did, yes.**

18 Q. Okay.

19 **A. It was not -- it was not frequent. It was**  
20 **not frequently used by members to contact me.**

21 Q. Okay. Did your family contact you on that  
22 page?

23 **A. No. I think I had a family member that**  
24 **would tag me in things or post some things, but,**  
25 **again, Facebook in general wasn't something I used**

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1 **frequently, so people knew that email or phone**  
2 **calls was a easier way to reach me.**

3 Q. Okay. Do you know if you -- you checked  
4 that Audrey Stone TWU Facebook account on a monthly  
5 basis?

6 **A. Probably monthly, yes.**

7 Q. Okay. Do you think you checked that  
8 Audrey Stone TWU account weekly?

9 **A. No.**

10 Q. Okay. All right. Now -- and I want to  
11 make sure that I specifically ask this question. I  
12 know you talked about your -- your advocacy on  
13 behalf of union members and their social media  
14 grievances as -- as a whole. And we talked about  
15 some of the things that took place in early 2015.

16 Prior to 2015, did you specifically  
17 assist any individual flight attendants with their  
18 grievances?

19 **A. In what capacity?**

20 Q. In any capacity.

21 **A. Yes. As I said earlier, I had been a shop**  
22 **steward since 2006. Sometimes meetings I did as a**  
23 **shop steward weren't a fact-finding meeting for the**  
24 **investigation team. It was a Step 2 appeal where**  
25 **they were -- they had filed a grievance on a**



1 contractual issue and they had an opportunity to go  
2 into the base level and explain why they were, you  
3 know, grieving that. And they would take -- had  
4 the right to union representation for that part of  
5 their meeting.

6 I also assisted the grievance team  
7 going back to when I was a Baltimore -- the  
8 Baltimore DEBM. I assisted grievance team members  
9 with board of adjustment and arbitration  
10 preparations. So at that very later stage and then  
11 in the individual's grievance, I worked on some  
12 cases in terms of preparation for a case to go to  
13 hearing.

14 Q. Okay. And after you became president, did  
15 you assist any specific flight attendants with  
16 their grievances from that time through, say, the  
17 end of 2014?

18 A. I think so. There are a number of cases  
19 during my presidency overall that either if it was  
20 a flight attendant who specifically knew me,  
21 reached out to me; or, as I mentioned earlier, if a  
22 member of the grievance team came to me to ask me  
23 for help or to get my input on something related to  
24 the grievance, then I assisted -- I assisted the  
25 team through that avenue as well.

1 Q. Okay. And I would like to shift gears  
2 just a little bit. Earlier, we -- we talked a  
3 little bit about the -- the contract negotiations,  
4 but -- and -- and also what happened with the 2000  
5 and -- is it '12 election or '13? 2013 election?

6 A. Is that a question? Are you asking me?

7 Q. Yeah. Well, not really, no. So, I guess,  
8 I would like to take a quick look, if I could, and  
9 point you to Document 23. And you can look at the  
10 whole thing if you want, but right now, I'm just  
11 going to ask you about the first page of Document  
12 23. And we can mark this as Exhibit 2.

13 (Exhibit 2 marked.)

14 Q. (By Mr. Gilliam) And once you have had  
15 the chance to look at it and you are ready, let me  
16 know. I --

17 A. I just want to make sure. This is the  
18 first page of the Unity Magazine.

19 Q. Actually, you know what, it's -- no.  
20 That's not what I meant to send you to. I will  
21 give you the actual number at the bottom right-hand  
22 corner. 9524. It's at the bottom, you should see  
23 TWU 556-9524. That's the one I wanted to ask you  
24 about. Just I wanted to start with a question  
25 about the -- the left-hand column; that's really

1 all I am going to direct your attention to.

2 A. I don't -- I will need a minute. I --  
3 they are labeled differently in the document I am  
4 looking at.

5 Q. Okay. Document 23.

6 A. So that --

7 MR. GILLESPIE: I don't know if you  
8 can see, I am just going over here to get her on  
9 the right page.

10 MR. GILLIAM: Sure.

11 A. But the Unity Magazine is the correct --

12 Q. (By Mr. Gilliam) Yes. Yeah, that's the  
13 correct --

14 A. Okay. I am sorry. That was my question,  
15 is for the Unity Magazine first page?

16 Q. I -- I apologize. I had you on the wrong  
17 page, though.

18 A. Okay.

19 Q. I didn't want you to have to read the  
20 whole document if you didn't want to.

21 A. Okay. I am sorry. I --

22 Q. No, I -- that was my fault. I think I  
23 confused the confusion.

24 A. Okay. So I have the correct one pulled  
25 up. Which -- specifically, where am I looking?

1 Q. So in the -- on the left column, it talks  
2 about -- I mean, do you -- you recognize what this  
3 is?

4 A. Yes.

5 Q. Okay. And it's the TWU Unity Magazine;  
6 that's correct?

7 A. It's from that, yes.

8 Q. Okay. And did -- did you write this  
9 particular part; this particular page?

10 A. Yes.

11 Q. Okay. And then at the first bullet point,  
12 it says, our TWU -- well, right above the first  
13 bullet point, I will read along here. Our TWU  
14 Local 556 team accomplished -- and you agree it  
15 says, began contract negotiations on time, as  
16 scheduled, despite the changeover of the lead  
17 negotiator and union turmoil?

18 A. Yes.

19 Q. Okay. What is the union turmoil you --  
20 you are referring to there?

21 A. Two of the five officers of our local  
22 resigning and the other three being removed from  
23 office all in a very short time frame; that is the  
24 union turmoil that I was referring to. That  
25 happened right before our contract became

1 amendable.

2 Q. Okay. Did you view the -- the union  
3 objectors as part of the -- the turmoil?

4 A. No.

5 Q. Okay. Now, at any point, did you have any  
6 conversations with Mike Hafner about problems with  
7 union objectors?

8 A. No.

9 Q. Okay. Did you have any conversations with  
10 Sonya Lacore about problems with union objectors?

11 A. Yes.

12 Q. Okay. And what was that conversation?

13 A. It was -- I emailed her to let her know  
14 that there was someone on one of the joint  
15 committees -- so joint meant it was both a  
16 Southwest Airlines and TWU Local 556 committee;  
17 jointly funded, jointly sponsored -- that there a  
18 flight attendant on one of those committees who had  
19 opted out of the union and was no longer a member;  
20 therefore, he could not continue to be a member of  
21 a TWU Local 556 committee. That was -- that was --  
22 I believe it was an email; not a conver- -- well, a  
23 conversation in terms of notifying her via email.

24 Q. Okay. And when you -- after you emailed  
25 that to Sonya, what was Sonya's response to you?

1 A. I think she said, okay. You know,  
2 received; thank you for letting us know.

3 Q. And did you have any other communications  
4 with her about those issues?

5 A. No. And she was ranking too because I  
6 believe she was the liaison -- each committee of --  
7 on the joint committees typically have a liaison,  
8 both for the Southwest side, as well as the local  
9 side. And, I believe, at the time, she was the  
10 Southwest Airlines liaison for that committee.

11 Q. Okay. How many of those jointly funded --  
12 joint -- jointly sponsored committees are there?

13 A. I believe there is three.

14 Q. Okay. What were the other two?

15 A. The other two besides the one I am  
16 speaking of?

17 Q. Yes.

18 A. Okay. The other two are our professional  
19 standard committee and our FADAP committee, which  
20 is the flight attendant drug and alcohol program.

21 Q. Okay. Let's see. If I could direct you  
22 to a document -- well, if we could mark Document 4  
23 as Exhibit 3. And, Audrey, that will be  
24 Document 4.

25 (Exhibit 3 marked.)

1 Q. (By Mr. Gilliam) If you could just open  
2 this one and review it. Once you have had a chance  
3 to take a look, let me know and I will resume.

4 A. Okay.

5 Q. Do you recognize this?

6 A. Yes.

7 Q. Okay. And what -- what are these?

8 A. The first part is the email I was  
9 referring to where I notified Sonya that this  
10 flight attendant would no longer be able to serve  
11 on the joint committee of CISM, and her  
12 acknowledgement. And the second part is me  
13 requesting that she notify the other base  
14 leadership that a nonmember may not act as a  
15 representative of 556; and -- and that that would  
16 include fact-finding meetings as well.

17 Q. Okay. Now, in your -- your email, which,  
18 I think, is midway down the first page, 6567 -- so  
19 it's SWA6567. I think, midway through your  
20 paragraph, it's -- says, Kent Hand is on CISM and  
21 we instructed Eileen to let him know he couldn't  
22 serve on behalf of 556 anymore. And then it  
23 continues, he is trying to cause her problems.

24 What -- what did you mean by he is  
25 trying to cause her problems?

1 A. Eileen refers to the -- Eileen Rodriguez,  
2 who was -- and I believe still is -- the  
3 chairperson of CISM. And as chair, she -- reached  
4 out to have the conversation with him. And I  
5 wasn't a part of that conversation, but based on  
6 what she had reported back to me, he was very  
7 angry, very upset, very argumentative with her that  
8 he was going to continue serving and that his  
9 status should not impact his ability to serve on  
10 that committee. She was very upset. He had upset  
11 her and she was very upset when she reached out to  
12 me. That's what I was referring to.

13 Q. Okay. And what -- what -- so why did she  
14 bring the issue to you?

15 A. Why did --

16 Q. Why -- I am sorry. Why did Eileen bring  
17 the issue to you?

18 A. Because I was the president of the union.  
19 And Eileen and I have always had a good working  
20 relationship during my time for the union; that's  
21 why she -- she brought it to me.

22 Q. Okay. And after Eileen reported that to  
23 you, did you tell her what -- what you would do  
24 about it?

25 A. Yes. I -- and I believe the liaison at

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1 the time of that was Todd Gage, our first vice  
2 president. We -- we both had told Eileen that, you  
3 know, we would -- that we would be responsible for  
4 notifying Southwest Airlines. And just to -- to --  
5 you know, that we would handle it from there in  
6 terms of notifying and trying to reach out and  
7 seeing if there was anything, you know, we could  
8 help do to further explain to Kent, you know, why  
9 that decision was -- was made.

10 Q. Oh, okay. And did -- I guess, did -- did  
11 -- did you go back to Kent and tell him that he was  
12 being removed from the committee?

13 A. I know that I tried reaching out to -- to  
14 Kent. I had -- we had worked together on union  
15 projects before I was president. And I don't  
16 recall if we actually ever -- we ever directly  
17 spoke about it. I know that another one of my  
18 officers, I believe, spoke to him as well. And  
19 there just was -- there was -- he wanted to remain  
20 on the committee, and he couldn't. And there  
21 wasn't anything -- there was no meeting in the  
22 middle with that, with -- with trying to talk to  
23 him.

24 Q. Okay. And then referring to your other  
25 email on -- on 6571.

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1 A. Okay.

2 Q. And I think in the middle here, it says,  
3 we have informed all of our shop stewards who have  
4 chosen to opt out that they will no longer be able  
5 to -- I am sorry -- no longer be allowed to  
6 participate in fact-finding, attendants' meetings,  
7 et cetera, on behalf of 556.

8 And where -- or I am sorry. How did  
9 you inform -- well, let me back up.

10 So did you have any shop stewards who  
11 -- who opted out?

12 A. Yes.

13 Q. Okay. Do you recall, roughly, how many  
14 that was?

15 A. I don't recall. I don't -- I don't  
16 recall. I think there were just a few that opted  
17 out or -- at that time.

18 Q. Okay. And how did you inform them that  
19 they would not be allowed to participate in  
20 fact-finding or --

21 A. I believe that we had the shop steward  
22 that contacted chairperson. I actually believe we,  
23 at that point, had all of our committee  
24 chairpersons send a communication out to their  
25 respective committee members letting them know that

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1 to serve on that committee, they had to be a member  
2 of TWU 556. For the shop stewards, we -- we  
3 handled -- we notified -- I notified, you know, the  
4 grievance team because of what had happened, you  
5 know, to -- to generate this.

6 Q. Okay. And did -- did Sonya respond to  
7 this email? To you. I'm sorry. Did Sonya  
8 respond?

9 A. I am looking to see. I don't recall -- I  
10 don't recall if she responded to that one.

11 Q. Okay. Did you --

12 A. I don't see it and I don't see a response.

13 Q. Okay. Did you have any further  
14 communications with anybody at Southwest about the  
15 shop stewards opting out?

16 A. No, not to my recollection. It was the --  
17 they were responsible for notifying the base  
18 leadership.

19 Q. Okay. All right. And let's see. If I  
20 could mark as -- let's see -- Document 27 as  
21 Exhibit 3. And --

22 MR. CORRELL: Counsel, are we -- are  
23 we on Exhibit 3 or Exhibit 4? I thought we --

24 MR. GILLIAM: Did we do -- actually,  
25 you are right. I think we are on Exhibit 4.

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1 Q. (By Mr. Gilliam) Ms. Stone, just to be  
2 clear, that's Document 27 for you.  
3 (Exhibit 4 marked.)

4 MR. CORRELL: And, Counsel, one other  
5 question while the witness is reviewing. Have  
6 these documents been produced? The copy you  
7 provided doesn't show any Bates labels.

8 MR. GILLIAM: These are documents  
9 produced by the union.

10 MR. CORRELL: Okay. Thank you.

11 MR. GILLIAM: Yeah. And I think Adam  
12 can -- can correct me if I am wrong, but they are  
13 -- I think they were difficult to put Bates labels  
14 on.

15 MR. GREENFIELD: And, Matthew, is this  
16 the set of -- I think there was a set of documents  
17 that came over, I think, that were originally  
18 Outlook files of some sort, perhaps --

19 MR. GILLIAM: That's --

20 MR. GREENFIELD: -- that were  
21 difficult to Bates --

22 MR. GILLIAM: That's correct.

23 MR. GREENFIELD: -- because of that.  
24 Okay. That's this -- part of this set?

25 MR. GILLIAM: Yeah.

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1 MR. GREENFIELD: Okay. So, yes,  
2 Michael, that is accurate.

3 Q. (By Mr. Gilliam) Ms. Stone, certainly  
4 feel free to review as much of this as you want. I  
5 -- I'm mainly going to be asking you about the  
6 first two pages here.

7 A. Okay. I have reviewed those.

8 Q. Okay. Now, do you -- do you recognize  
9 those pages?

10 A. I mean, just from looking at them, I don't  
11 -- it was six and a half years ago. There were a  
12 lot of emails exchanged during my five years of --  
13 president. A lot of emails that I got CC'd on or  
14 sent my way, so --

15 Q. I understand. That's fair. So -- but you  
16 are -- are you the Audrey Stone that is addressed  
17 here by Trudy and Brett Nevarez?

18 A. Yes, I am.

19 Q. Okay. And is -- is that from Brett  
20 Nevarez?

21 A. Yes.

22 Q. Okay. He was a vice president with the  
23 union at this time, correct?

24 A. Yes.

25 Q. Okay. Was he first vice president or

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1 was responsible for updating the list; and he kept  
2 that private. So I think that he reached out to  
3 them because he was who was notifying them that  
4 they weren't going to be able to continue serving  
5 in a union capacity since they were no longer a  
6 union member.

7 Q. Okay. Do you remember Brett -- well, let  
8 me ask it this way: Do you remember having any  
9 communications with -- with Brett about what Kent  
10 Hand refers to in saying, Greg and I are working on  
11 a little project?

12 MR. GREENFIELD: And, Ms. Stone, in  
13 regard to anything dealing with Kent Hand or any  
14 other individuals who are objectors and  
15 circumstances on which they were not serving on  
16 committees or were allowed to, to the extent any of  
17 those communications came from legal counsel and/or  
18 legal counsel was advising on those situations, I  
19 will instruct you not to answer those questions as  
20 attorney/client privilege. But to the extent you  
21 can, please do.

22 A. Under -- in our TWU Local 556 bylaws, we  
23 actually have an initiation fee that members have  
24 to pay when they join TWU 556. Whether it's  
25 because they are completing -- the just --

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1 second vice president?

2 A. Second.

3 Q. Second vice president. Okay. And do -- I  
4 -- I guess my question is: Do you recall -- well,  
5 I guess, turning to the second page, there is a, I  
6 guess, message; and it says, Kent Hand, above it.  
7 And it says, do any of you know of any flight  
8 attendant that you may have talked to that wanted  
9 to opt out, but hasn't because of the EB's efforts  
10 to collect a second initiation fee? If so, I need  
11 names. Greg and I are working on a little project.

12 Now, based off that portion, does that  
13 refresh your recollection at all as to why Brett  
14 emailed you about the subject?

15 A. The -- Brett's email actually refreshes my  
16 memory. I think I was mistaken in who reached out  
17 to any committee member that had opted out to let  
18 them know they couldn't do work. I think Brett --  
19 I believe this email was because Brett himself  
20 reached out to the committee members to notify  
21 them. He is who -- because he kept track -- we  
22 didn't publish the list of the agency objectors.  
23 We didn't have that laying around the union office.

24 Our local treasurer, once he received  
25 the names from our international treasurer, Brett

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1 successfully completed probation and they're  
2 charged the initiation fee after that; or because  
3 they have opted out, but have decided to opt back  
4 in and become a member again, then we have -- under  
5 our bylaws, have a duty to collect the initiation  
6 fee. I believe that is what Kent is referring to.  
7 I -- I can't speak to the last sentence that you  
8 read; I don't know what the project is.

9 Q. (By Mr. Gilliam) Okay. All right. And  
10 the -- the email address here, do you -- do you  
11 recall if Brett communicated with you from this MSN  
12 address frequently in the past?

13 A. He would use -- he would use both. I  
14 think that's his personal email address. He also  
15 had one through TWU Local 556.

16 Q. Okay. And did you -- when you were  
17 communicating with Brad about union business, did  
18 you -- did you text with him at all?

19 A. No.

20 Q. Okay. Now --

21 A. Email --

22 Q. Go ahead.

23 A. Email was almost -- was -- was always our  
24 -- our primary communication, email or phone calls.

25 Q. Okay.



1 **A. For -- would -- I am sorry. I shouldn't**  
2 **-- unless it was, you know, confirming, hey,**  
3 **waiting outside or I am ready to leave for the**  
4 **meeting; you know, those sometimes were texts. But**  
5 **-- but it was primarily email and phone calls --**

6 Q. Okay.

7 **A. -- or in person.**

8 Q. Apart from those text message you just  
9 described, I'm waiting outside, did you ever  
10 communicate with anyone in the union by text  
11 message?

12 **A. Just in general?**

13 Q. Yes.

14 **A. Sure.**

15 Q. Okay. Like, who in the union would you --  
16 well, let me ask this: Who in the union office  
17 would you communicate with by text message?

18 **A. Well, if I was away at a meeting, anybody**  
19 **that, you know, reached out to me needing to know**  
20 **where I was, what time was I going to be back in**  
21 **the office, when was I available, things like that.**  
22 **Or, frequently, people would email me, but also may**  
23 **have sent a text message saying, hey, I know you**  
24 **are in negotiations, but just -- heads-up, I have**  
25 **emailed you about something; take a look when you**

1 **can.**

2 Q. Okay. And would -- would you communicate  
3 sometimes with anybody in Southwest management by  
4 text message?

5 **A. Yes.**

6 Q. Okay. And -- and who would communicate in  
7 Southwest management by text message?

8 **A. Again, that would be a long list. Any**  
9 **leader that -- confirming meeting times. The start**  
10 **time for negotiations frequently was confirmed via**  
11 **text message. Or a lot of times, Southwest, if**  
12 **they needed to push the start time back, would**  
13 **text; hey, is 10:00 an okay start time for**  
14 **tomorrow? Things like that; things that were very**  
15 **short and didn't -- didn't need a -- a long**  
16 **conversation or discussion on.**

17 Q. Okay. All right. All right. Now, do you  
18 know if the -- the group of objectors posted on  
19 social media about their issues or complaints with  
20 the union?

21 **A. It's my understanding that they -- they**  
22 **all formed a Facebook group to -- and -- and**  
23 **encouraged people that had opted out to join the**  
24 **Facebook group once they opted out.**

25 Q. Okay. Do you know what the name of that

1 Facebook group was?

2 **A. I don't. I -- I think it had something**  
3 **with opt -- opt out in it, but I -- I am not sure.**

4 Q. Okay. Did you ever visit that page?

5 **A. No.**

6 Q. Okay. Now, did union supporters have  
7 their own Facebook page?

8 **A. Yes.**

9 Q. Okay. And what was -- what was the name  
10 of that Facebook page?

11 **A. Are you asking me about -- I should have**  
12 **asked this earlier: pages or groups?**

13 Q. This -- I am really archaic. Okay. I  
14 should have said group. So what --

15 **A. Because --**

16 Q. -- what Facebook group did union  
17 supporters use?

18 **A. I -- I couldn't even give you -- I**  
19 **wouldn't even know what the list of all of those**  
20 **were. There -- there were and are countless flight**  
21 **attendant groups that I don't even know if you**  
22 **would call supporters or -- or non-supporters. I**  
23 **think, when I was in office, Fusion was the largest**  
24 **Facebook group.**

25 **Some groups were public; some were**

1 **private. There is -- again, I -- I am not a**  
2 **Facebook guru. Fusion, I believe, was -- was the**  
3 **-- was the largest group in general. And then at**  
4 **some point, the union -- we actually had a Facebook**  
5 **group as well.**

6 Q. Okay. Did the union's Facebook group have  
7 a particular name?

8 **A. I believe it was the official TWU Local**  
9 **556 Facebook group.**

10 Q. Okay. All right. Do you know if Fusion  
11 was a -- I guess, did they -- let's see how to word  
12 it. Do you know if any of the -- the people who  
13 opted out posted in Fusion?

14 **A. I believe they did.**

15 Q. Okay. Okay. And, now, did you -- how  
16 many times did you run for reelection as union  
17 president?

18 **A. Just once.**

19 Q. Okay. And when was that that you ran for  
20 reelection?

21 **A. 2015.**

22 Q. Okay. When would that election have been?

23 **A. Nominations took place, I believe, in**  
24 **January 2015. And the election results -- or**  
25 **election closed and results were posted mid-March.**

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1 Q. Okay. All right. And -- and -- well, are  
2 -- are presidents -- do they have -- are they term  
3 limited?

4 **A. No. Under the TWU International**  
5 **Constitution, none of our elected positions have**  
6 **term limits.**

7 Q. Okay. Did you just decide not to run in  
8 2018?

9 **A. Yes, that's correct.**

10 Q. Okay. Now, in 2015, did the -- in -- in  
11 2015, did you have a particular slate of candidates  
12 that teamed together to run together?

13 **A. Yes.**

14 Q. Okay. And did that group have a name?

15 **A. Standing -- yes.**

16 Q. Okay. And what was the name of that  
17 group?

18 **A. Standing Together for 556.**

19 Q. Okay. And who was on your slate?

20 **A. Todd Gage, Brett Nevarez, Cuyler Thompson,**  
21 **John Parrott, Sam Wilkins and Crystal Reven.**

22 Q. Okay. And was there an opposing slate?

23 **A. There was.**

24 Q. And who ran on the opposing slate?

25 **A. Lyn Montgomery, Kristen Loucks and just**

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1 (Exhibit 5 marked.)

2 Q. (By Mr. Gilliam) And, again, I don't know  
3 -- this is pretty lengthy. Probably don't need to  
4 read all of this if you don't want to. I can  
5 direct you to particular pages, but if you want to  
6 review it real quick.

7 **A. Okay. I skimmed it. I have not read**  
8 **everything through thoroughly.**

9 Q. That's -- that's fine. I will -- I guess,  
10 if we look at particular pages, you can -- you can  
11 read that more closely, if you would like. Do you  
12 recognize, generally, what this is?

13 **A. Yes.**

14 Q. Okay. And what is it?

15 **A. It's screenshots from posts within the**  
16 **Core group, Core Facebook group. I think -- I**  
17 **believe that's what most of these are.**

18 Q. Okay. Let's see. Looking at the -- the  
19 page at the bottom that's numbered Carter1919; do  
20 you see that?

21 **A. I am sorry. I don't see it yet.**

22 Q. Okay.

23 **A. Okay.**

24 Q. You found it?

25 **A. Yes.**

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1 **blanks. They had three other women.**

2 Q. Okay. You don't remember the other women  
3 right now?

4 **A. I -- I am sorry. I blanked. It was a --**  
5 **it was a -- it was five -- five women that ran**  
6 **together. And Lyn and Kristen are the only two I**  
7 **can name right now.**

8 Q. Okay. And were -- were both groups active  
9 on social media at that time?

10 **A. There were members of each of the two**  
11 **slates that were active on social media.**

12 Q. Okay. So the -- I guess, the supporters  
13 for each side were actively discussing the  
14 elections on social media; is that right?

15 **A. Yes.**

16 Q. Okay. Now, did the supporters of your  
17 slate have a particular group that they posted in?

18 **A. Yes.**

19 Q. Okay. And did that group have a name?

20 **A. Yes.**

21 Q. Okay. And what was the name of that  
22 group?

23 **A. The Core Team.**

24 Q. Okay. Let's see. I would like to mark  
25 Document 24 as Exhibit 5.

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1 Q. Okay. And this -- this shows a page and  
2 it says -- in the -- in the middle, there is a  
3 section is that says, Audrey Stone TWU; admin added  
4 by Crystal Reven.

5 Is it correct that you are an admin on  
6 this page?

7 **A. Yes.**

8 Q. Okay. And were -- did -- did you post in  
9 this page seeking advice for, I guess, campaign  
10 strategy?

11 **A. I did post some asking for advice, yes.**

12 Q. Okay. All right. Let's see. I will  
13 direct you to 2654 -- Carter2654.

14 **A. Okay.**

15 Q. And at the top, it says Lara Silva --  
16 well, there is a post from Lara Silva and it says,  
17 well, that was quick; I just got a PM from Chris  
18 Click.

19 Who is Lara Silva?

20 **A. She's a flight attendant.**

21 Q. Okay. Was she -- did she hold any  
22 positions with the union at this time?

23 **A. I think she was a shop steward.**

24 Q. Okay. And halfway down, it -- it looks  
25 like there's a post from you that says, what's he

1 saying?

2 Is that -- is that your post?

3 **A. Yes.**

4 Q. Okay. Do you know if she -- she told you  
5 what he was posting about?

6 **A. I don't know.**

7 Q. Okay. All right. And right below your  
8 post, Lara Silva says, he said, what do you mean by  
9 lost \$1,000,000?

10 Do you know what the lost \$1,000,000  
11 is referring to?

12 **A. I didn't have the conversation with him,**  
13 **so it's -- it's -- it's speculating. I -- the year**  
14 **that Stacy, Chris and Jerry were in office, the**  
15 **union overspent about \$1,000,000 from the treasury;**  
16 **so I am assuming it could be about that.**

17 Q. Okay. And then if I could refer you to  
18 2735 -- Carter2735. It's probably in very small  
19 print at the bottom. I am sorry, 2733.

20 **A. Okay.**

21 Q. And up at the top, Angie Kilbourne posts,  
22 they are the anti-Audrey team, period; thus the  
23 promoting of Corliss and Don. It's almost as  
24 ridiculous as their  
25 opt-out-because-we-didn't-get-our-way movement.

1 And then I think you -- you post -- is  
2 that your post two posts below that?

3 **A. Yes.**

4 Q. Okay. And it says, Angie promoting of CK  
5 and Don?

6 Who is CK?

7 **A. Corliss King.**

8 Q. Okay. And who is Corliss King?

9 **A. She's a flight attendant.**

10 Q. Okay. Does she hold any elected positions  
11 with the union?

12 **A. I believe she is a shop steward.**

13 Q. Okay. Do you know if she held any  
14 positions with the union at this time when these  
15 posts were made?

16 **A. I believe she was a shop steward. We have**  
17 **hundreds.**

18 Q. Okay.

19 **A. So that's -- that's why I -- I am not --**  
20 **and -- and every three years, they are up for**  
21 **reelection, so I -- that's why -- I believe so.**

22 Q. Okay. And who is Don?

23 **A. Don Shipman.**

24 Q. Okay. And who is Don Shipman?

25 **A. A flight attendant --**

1 Q. Okay.

2 **A. -- at Southwest Airlines.**

3 Q. All right. All right. And further down,  
4 Brian Talburt posts, Click would never support one  
5 of the friendlies. I believe this is being  
6 harvested in -- in the surrogates.

7 Do you know what the term "friendlies"  
8 refers to?

9 **A. People that were supportive of our**  
10 **administration and were -- you know, that we were**  
11 **doing -- that were outspoken about it.**

12 Q. Okay. And below that, Audrey Stone TWU;  
13 is that your post?

14 **A. Yes.**

15 Q. Okay. And the second sentence says, the  
16 carpet bagger and the ain't-got-time-for-that  
17 charges.

18 Who is the carpet bagger?

19 **A. Don Shipman.**

20 THE REPORTER: I'm sorry, say it  
21 again.

22 Q. (By Mr. Gilliam) Don Shipman?

23 **A. Yes. I believe that was the nickname for**  
24 **Don Shipman.**

25 Q. Okay. Why did you call Don Shipman the

1 carpet bagger?

2 **A. I didn't. That's what other people called**  
3 **him.**

4 Q. Okay. Do you know the reason for that  
5 nickname?

6 **A. I think it was about something that**  
7 **happened during the time that the officers of the**  
8 **union were in changeover and a video of him coming**  
9 **up into the union office. And other folks started**  
10 **calling him that.**

11 Q. Okay. Did they call him the carpet bagger  
12 or the carpet -- carpet bomber?

13 **A. Bagger.**

14 Q. Okay. And what does the  
15 ain't-got-time-for-that charges refer to?

16 **A. Both of those refer to charges that were**  
17 **filed against the officers that were removed and**  
18 **charges that were filed to the executive board**  
19 **regarding officers. The ain't got time for dat**  
20 **refers to a sign that a former officer wrote out**  
21 **and handed to a flight attendant at a lobbying**  
22 **event in DC sometime, I think, in early 2013. And**  
23 **it's the charges -- I believe it's -- it's**  
24 **referring to the charges she filed over that**  
25 **incident.**

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1 Q. The charges who filed in that incident?  
2 **A. Corliss King.**  
3 Q. Okay. Did Corliss King call them the  
4 ain't-got-time-for-that charges?  
5 **A. That was what was -- yes, that was -- it**  
6 **was about -- her charges were about the sign;**  
7 **that's the slogan that was on the sign that she**  
8 **filed the charges over.**  
9 Q. Okay. And let's see. Now, if we could go  
10 to the next page. All right. And have you had the  
11 chance to review this page?  
12 **A. I am right now.**  
13 Q. Okay. Sure. Take your time.  
14 **A. Okay.**  
15 Q. All right. And the -- the post at the top  
16 is by Brian Talburt. Did -- and -- and in the  
17 second sentence, it says, I expressed my  
18 disappointment in him nominating Jannah. Sorry.  
19 The sentence before that says, I had a long talk  
20 with DiPippa today.  
21 Who is DiPippa?  
22 **A. John DiPippa.**  
23 Q. Okay. And was he -- did he hold union  
24 office at this time?  
25 **A. Yes.**

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1 Q. And I am not sure if I asked, when were  
2 these posts made; do you know?  
3 **A. The -- this one here says February 10th.**  
4 Q. Okay. Do you know which year?  
5 **A. 2015.**  
6 Q. Okay. So this would have been right  
7 before the election?  
8 **A. Yes.**  
9 Q. Okay. And I am sorry, did you say that  
10 DiPippa held union office?  
11 **A. Yes.**  
12 Q. Okay. And what was his position with the  
13 union?  
14 **A. Phoenix DEBM.**  
15 Q. Okay. And you mentioned that you don't  
16 trust him. Why -- why didn't you trust him?  
17 **A. With my experience in working with John on**  
18 **various scores, he would say one thing depending on**  
19 **who he was with. He was never consistent in -- in**  
20 **where he stood because he seemed like he would be**  
21 **easily swayed by whoever his -- his audience was.**  
22 **And he just -- he served -- has served under four**  
23 **presidents. And I wouldn't -- I couldn't say that**  
24 **he was supportive of any of them.**  
25 Q. Did -- did John DiPippa ever come out in

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1 this election and publicly support your slate?  
2 **A. I don't remember if he publicly supported**  
3 **us.**  
4 Q. Okay. And Brian Talburt -- well, the --  
5 there is a post here by Brett Nevarez. It says,  
6 thanks for putting the squeeze on him, Brian.  
7 Do you know if Brian Talburt put the  
8 squeeze on DiPippa?  
9 **A. I don't know.**  
10 Q. Okay. If we could go to -- let's see. I  
11 think it's 2837. Yeah, 2837.  
12 **A. Okay.**  
13 Q. And -- let's see -- the second post down  
14 by Brian Talburt, the second-to-last sentence in  
15 his post refers to, can I chalk this -- for a win  
16 for my adopt-a-fucktard project?  
17 Let's see. That's the third-to-last  
18 sentence. And you see where I am at?  
19 **A. Yes.**  
20 Q. Okay. Was this one of the posts that  
21 Brian Talburt was reported for?  
22 **A. I don't -- I don't think so.**  
23 Q. Oh, okay. Was he reported for another  
24 post in here?  
25 Let me ask this: Was he -- was he

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1 reported for another post in the Core Team group?  
2 **A. I believe it was from another post in the**  
3 **Core Team group.**  
4 Q. Okay. And on the same page -- let's see.  
5 I am sorry. If you could scroll back to 2836. I  
6 guess, the first question: Do you know if -- you  
7 mentioned Bill Holcomb as one of the individuals  
8 who had a social media violation in early 2015. Do  
9 you know if that stemmed from a post he made in  
10 this Core Team group?  
11 **A. I don't remember.**  
12 Q. Okay. All right. Okay. Let's see. If I  
13 could refer you to 2847. And let me know once you  
14 are there.  
15 **A. Okay.**  
16 Q. All right. And then midway down, there is  
17 a post that says, Audrey Stone TWU.  
18 Do you know if that was your post?  
19 **A. Yes.**  
20 Q. Okay. And the first sentence says, Lyn  
21 was addressed repeatedly regarding her performance.  
22 Is that Lyn Montgomery?  
23 **A. Yes.**  
24 Q. Okay. And was that her performance --  
25 well, let me ask it this way: Was that her



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1 performance in a particular position?  
2 **A. Yes.**  
3 Q. Okay. And which position was that?  
4 **A. Executive grievance chairperson.**  
5 Q. Okay. Now, when was Lyn Montgomery  
6 executive grievance chair?  
7 **A. The previous -- the president that was**  
8 **removed, Stacy Martin, appointed her grievance**  
9 **chair with the approval of the executive board, I**  
10 **believe, in May 2012. And she was in that position**  
11 **until some point in 2014.**  
12 Q. Okay. And was she removed from her  
13 position?  
14 **A. Yes.**  
15 Q. Okay. And who removed her from her  
16 position?  
17 **A. I did. And she was -- I removed her from**  
18 **her full-time union status.**  
19 Q. Okay. And -- go ahead.  
20 **A. Sorry. Her -- her full-time position as**  
21 **grievance chair in the office.**  
22 Q. Okay. And why did you remove her from her  
23 full-time position as grievance chair?  
24 **A. Because of her poor job performance.**  
25 Q. Okay. What was she doing poorly?

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1 **A. She was not getting grievances settled;**  
2 **grievances were continuing to climb without any**  
3 **progress being made. We had two grievance chairs**  
4 **at that time; there was one assisting Lyn. And it**  
5 **reached a point where Southwest -- Southwest was**  
6 **working out grievances with -- with me on breaks**  
7 **from negotiations and caucuses.**  
8 **And we sat down numerous times and**  
9 **talked to her about expectations, what needed to**  
10 **improve, including her attendance in the office.**  
11 **And it -- it didn't. And at that point, I want to**  
12 **say I had been working with her for probably nine**  
13 **months without seeing improvement.**  
14 Q. All right. So after, I guess -- at some  
15 point in early 2015, did some of these posts --  
16 well, I guess I should first ask: Was this a  
17 private group?  
18 **A. Yes.**  
19 Q. Okay. And at some point in 2015, did  
20 these posts leak out?  
21 **A. Yes. Let me add: I believe it was also a**  
22 **-- considered a secret group. So there is --**  
23 **again, I am not a Facebook expert, but I believe**  
24 **there is public, private and secret. There is**  
25 **different privacy settings for each. So I think**

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1 **there is a level that's tighter -- for lack of a**  
2 **better word -- privacy setting than a private**  
3 **group, and I believe that's secret. And this was a**  
4 **secret group.**  
5 Q. Okay. So it was a surprise when the --  
6 the post leaked out?  
7 **A. Yes.**  
8 Q. Okay. When did you first hear that the  
9 post leaked out?  
10 **A. I don't -- I don't remember.**  
11 Q. Okay. Now, do you -- do you remember if  
12 -- so let -- let me back up a bit.  
13 Is it correct that Brian Talburt was  
14 called in for a social media policy violation for  
15 -- for posts he made in this group?  
16 **A. I believe so.**  
17 Q. Okay.  
18 **A. Yes.**  
19 Q. Do you remember if anyone else's posts in  
20 this group resulted in Southwest finding a social  
21 media policy violation?  
22 **A. I believe there were other flight**  
23 **attendants who were called in for -- for meetings**  
24 **regarding a possible violation.**  
25 Q. Okay. Do you remember who any of those

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1 other flight attendants were?  
2 **A. No. I know there was -- another one from**  
3 **Phoenix, but I don't recall her name.**  
4 Q. Okay. Now, apart from the -- the meetings  
5 that you described with Mike Hafner and Naomi  
6 Hudson earlier, did you have any meetings with  
7 anyone from Southwest management specifically about  
8 these Core Team posts?  
9 **A. No.**  
10 Q. Okay. And, I guess, prior to your  
11 communications with Mike Hafner in early 2015, had  
12 you spoken to anyone in Southwest management about  
13 social media policies in general?  
14 **A. Yes.**  
15 Q. Okay. And what were those communications  
16 with Southwest management prior to 2015?  
17 **A. Well, they -- the -- I -- I may have**  
18 **answered incorrectly. I know, in 2015, before I**  
19 **spoke to Hafner, there had been some general**  
20 **conversations when I was meeting with other members**  
21 **of management talking about hot, you know, topics**  
22 **going on with our workforce; that I had tried to**  
23 **start the dialogue of we need to talk about, you**  
24 **know, social media, the activities, things like --**  
25 **it's really increasing and it doesn't look like**

1 things are being applied very consistently. But,  
2 again, I believe that was probably early -- early  
3 2015; before going to Hafner in March-ish of that  
4 year.

5 Q. Okay. And who were those members of  
6 Southwest management you had those communications  
7 with?

8 A. I think there was meetings Steve Murtoff  
9 was a part of, Naomi Hudson, Juan Suarez; those are  
10 the names I can remember, but I -- I met with  
11 Southwest leaders all the time in -- in various  
12 settings. So those are the three that I can recall  
13 being, you know, a meeting where social media was  
14 touched on.

15 Q. Okay. So those -- those three members are  
16 the only specific members of management you -- you  
17 recall?

18 A. That I recall right now, yes.

19 Q. Okay. And do you remember any -- any more  
20 specifics from your conversations with Steve  
21 Murtoff?

22 A. No, because that meeting, there was  
23 somebody else present on his side; I don't recall  
24 who it was. And it was a meeting where we were  
25 covering numerous topics. It wasn't specific to

1 social media.

2 Q. Okay. And I am sorry, what is Steve  
3 Murtoff's position? I am sorry.

4 What was Steve Murtoff's position at  
5 the time you spoke with him?

6 A. I believe he was a director. He was a  
7 director in inflight, but I don't recall which --  
8 he's moved around within inflight and held various  
9 -- had -- held more than one role while  
10 instructing. I don't recall what his specific  
11 title was at that point.

12 Q. Okay. And do you remember any other  
13 specifics of your discussions with Naomi Hudson  
14 prior to talking to Hafner in early 2015?

15 A. That, again, we had hardly seen any social  
16 media activity or discipline come down from  
17 Southwest. And that there had suddenly been a lot.  
18 It appeared a lot when you go from a handful of  
19 cases to more than 10 in a short time frame. And  
20 that it did not appear that the discipline was  
21 being applied consistently.

22 And I used the same example I  
23 testified to earlier that I spoke to Hafner about;  
24 about in, you know, the same base and the same  
25 conversation thread and one flight attendant was

1 issued, I believe, a written warning and one was  
2 terminated; it -- it was -- it was -- it was about  
3 that.

4 Q. Okay. Do you remember any of the -- your  
5 specific -- other specific discussions with Juan  
6 Suarez?

7 MR. CORRELL: And, Ms. Stone, before  
8 you answer that question, I need to ask a couple of  
9 questions myself to see if there is a privilege  
10 issue here. Ms. Stone, were you speaking to  
11 Mr. Suarez on behalf of the union or on behalf of  
12 yourself as an employee of Southwest Airlines?

13 THE WITNESS: I was speaking to him on  
14 behalf of the union.

15 MR. CORRELL: Okay. In that case, you  
16 are free to answer this question. I would ask that  
17 you not reveal any communications you had with  
18 Mr. Suarez if he came to you to ask you questions  
19 as an employee or if you were coming to him as an  
20 employee; do you understand?

21 THE WITNESS: Yes.

22 MR. CORRELL: Thank you.

23 A. So my conversations with Juan were the  
24 same -- one of them was a meeting with Naomi and  
25 Juan and it was about what I just spoke to with

1 regards to my conversation with -- with Naomi.

2 I -- that meeting, I actually set up  
3 through Juan because I called him to schedule a  
4 meeting because one of the flight attendants that  
5 was terminated during that time period had been  
6 terminated while on an overnight. And then  
7 Southwest had that flight attendant traveling home  
8 in uniform on a Southwest plane. And it was an  
9 issue that had been addressed by the union, by me,  
10 before regarding procedures, and it happened again  
11 and I was very unhappy about that.

12 And I reached out to Juan to discuss  
13 my concerns about the way the termination was  
14 handled and to request that we sit down and talk  
15 about social media and what was happening with  
16 social media. That termination was because of a  
17 social media violation.

18 Q. (By Mr. Gilliam) What was the social  
19 media violation in that case?

20 A. Brian Talburt calling another employee a  
21 fucktard.

22 Q. Okay. And what was Mr. Suarez's response  
23 to what you communicated to him?

24 A. Which time?

25 Q. In -- I guess, in that meeting with Naomi.

1 A. He said they -- he -- they both said they  
2 would look into it; that they were unaware of some  
3 of the things I showed them when I was asking for  
4 explanations on, you know, why did this warrant  
5 termination and this warranted a written warning.  
6 They said they would look into it, and that was it.  
7 It was -- it was -- it was me asking questions and  
8 showing them things and them not being able to  
9 provide many answers.

10 Q. Okay. And what did you show them in that  
11 meeting?

12 A. The post that I just mentioned that I've  
13 used -- the one I just said I've used as an example  
14 where this flight attendant was terminated for  
15 calling somebody a fucktard, but in the same  
16 conversation, another flight attendant made some  
17 comments about the employee that were not nice and  
18 could be construed as a threat and they were issued  
19 a written warning.

20 Q. Okay. And the other employee, that was a  
21 post in the Core group thread as well?

22 A. I believe so, yes.

23 Q. Okay. And who was the other employee?

24 A. I don't know. She's the one earlier I  
25 said I know that there was another Phoenix --

1 Q. Oh, okay.

2 A. -- flight attendant brought in, but I  
3 didn't -- I don't recall her name.

4 Q. Okay. Did you show them anything else to  
5 support your argument?

6 A. I don't remember. That was the -- that  
7 was the biggest one that I was using as an example  
8 of the lack of consistency. I think I may have  
9 also had other examples of flight attendants that  
10 -- in that meeting that had been terminated while  
11 on an overnight that had previously been addressed  
12 with Southwest Airlines. Because that was the  
13 other piece that I was addressing in that meeting  
14 was another incident of that happening.

15 Q. Okay. And did you have more than one  
16 communication with Mr. Suarez about the social  
17 media policy?

18 A. No. That meeting was the only time the --  
19 I recall us sitting down and talking outside of the  
20 phone call I mentioned to schedule the meeting.  
21 And then I believe -- I don't think he -- I don't  
22 think -- I don't believe it was he that got back to  
23 me. I believe it was Naomi that got back to me and  
24 said that they were not willing to relook at any of  
25 the -- the discipline with the social media cases

1 and they needed to continue through the grievance  
2 process.

3 Q. Okay. And it was later that you had your  
4 conversation with Mike Hafner about these issues?

5 A. Yes. That follow-up is what generated my  
6 conversation with Hafner.

7 Q. Okay. And -- and did you have any  
8 communications with any Southwest management before  
9 this -- about the social media policy violations  
10 that -- any specific communications you remember  
11 besides what you just described with Steve Murtoff  
12 and Amy Hudson and Juan Suarez?

13 A. No. Not that I -- not that I remember.

14 Q. Okay. All right. Now, were you ever  
15 asked by anybody in Southwest management to address  
16 complaints made by any of the other flight  
17 attendants about what was posted in the Core group?

18 A. Are you -- can you -- can you reask that  
19 question? I want to make sure I'm understanding it  
20 correctly.

21 Q. Yeah.

22 MR. GILLIAM: Do you care to read back  
23 the question?

24 THE REPORTER: Sure.

25 (Record read by Reporter.)

1 A. No.

2 Q. (By Mr. Gilliam) Okay. And do you recall  
3 making any -- or I am sorry.

4 Do you -- do you recall issuing any  
5 communications about what was posted in the Core  
6 group?

7 A. Yes.

8 Q. Okay. And do you recall issuing a -- an  
9 apology for what was posted in the Core group?

10 A. Yes.

11 Q. Okay. And why did you issue that apology?

12 A. Based off of some people being upset by  
13 some of the comments that were made, that were said  
14 by other flight attendants participating in that  
15 group. And while I didn't set the group up, it was  
16 a group set up by members of my slate. I felt  
17 responsible to issue an apology for anyone who had  
18 been hurt by some -- anything that came out of  
19 that.

20 Q. Okay. Okay. If we could mark Document 17  
21 as Exhibit 6.

22 (Exhibit 6 marked.)

23 Q. (By Mr. Gilliam) And, Ms. Stone, if you  
24 don't mind turning to Exhibit 17 -- I am sorry --  
25 Document 17.

1 **A. Okay.**

2 Q. So in the -- I guess, the first line, I  
3 believe it says, I want to apologize on behalf of  
4 everyone in the Core Team for the hurt and  
5 disappointment caused when screenshots were  
6 distributed on Facebook.

7 And it goes on. Were you contacted  
8 directly about flight attendants who were -- were  
9 disappointed?

10 **A. Of people just reaching out to just me?**

11 Q. Yes.

12 **A. I don't remember if anybody reached out  
13 just to me.**

14 Q. Okay. How do you remember hearing about  
15 the -- you know, what -- what you described as the  
16 hurt and disappointment?

17 **A. There was -- I heard from other members of  
18 my team that there was chatter on some of the other  
19 Facebook groups about it. And I believe the  
20 executive board -- I believed we received some  
21 emails about it as well.**

22 Q. Okay. If we could mark Document 10 as  
23 Exhibit 7.

24 (Exhibit 7 marked.)

25 Q. (By Mr. Gilliam) Please flip to Document

1 **could be a violation of the election practices  
2 under the Department of Labor.**

3 **So even utilizing my union email, for  
4 example, I could not utilize that to discuss  
5 anything related to officer elections unless it was  
6 a simple question of, you know, when does the vote  
7 end. And even that, most of those were referred to  
8 our board of election committee.**

9 Q. Now, turning back on the prior document, I  
10 think 17, doesn't that express your opinion about  
11 the elections?

12 **A. That expresses my opinion about what  
13 happened on the Core group. And that was posted on  
14 a Facebook group that was not affiliated with 556  
15 and was not utilizing any union resources in this  
16 communication.**

17 Q. Okay.

18 **A. Had I -- had I -- I couldn't send a post  
19 like this out via my president email or someone  
20 would have had grounds to potentially report it as  
21 a violation of the election to the DOL.**

22 Q. Okay. Do you recall when you -- you  
23 posted the -- the apology on behalf of everyone on  
24 the Core Team?

25 **A. I -- I don't recall. It would appear it's**

1 10. Do you recognize this?

2 **A. Just from reviewing it.**

3 Q. Okay. And what -- what is it?

4 **A. It looks like a screenshot of text from an  
5 email that Chris Click is stating he sent to the  
6 executive board.**

7 Q. Okay. And he -- is it -- I guess, he  
8 says, does the board have an official position or  
9 statement to make based upon the screenshots  
10 forwarded from a secret group and made public to  
11 members.

12 On the next page -- make sure I am  
13 looking at this correctly -- there is another  
14 screenshot where Chris Click says, Audrey replied  
15 to me tonight and this is her reply: Dear Chris,  
16 the executive board can't comment on events  
17 regarding the TWU Local 556 officer elections.

18 Did -- did -- did you initially take  
19 the position that you weren't going to address any  
20 of the -- the screenshots that were leaked?

21 **A. No. It was that, in my official capacity  
22 as president, I was not allowed to discuss anything  
23 relating to elections, doing anything that could be  
24 construed as doing anything election related,  
25 utilizing any type of union resources. Or that**

1 **-- it's sometime before the elections were over.  
2 And I believe that ended around mid- -- mid-March.  
3 So it was sometime before then.**

4 Q. Okay. So could you have told Chris that  
5 you -- you were issuing this statement?

6 **A. No. Not via my union email, which is how  
7 he contacted the executive board.**

8 Q. Okay. Why didn't you email him back with  
9 your personal email?

10 **A. Because I did not want Chris Click or  
11 other flight attendants to have my personal email.**

12 Q. Okay. So I want to go to the second page  
13 of -- let's see -- Document 17. Make sure I am in  
14 the right place here. The -- the last paragraph.  
15 It says, please remember that SWA management is  
16 currently watching our elections closely. They are  
17 watching to see if our flight attendants are paying  
18 attention and if they will participate in the vote  
19 for who will continue leading our negotiating team.

20 Why did you believe that Southwest  
21 management was watching the elections?

22 **A. For the reasons I stated in the next two  
23 sentences: The -- under our bylaws, the vote for  
24 president to the Local 556 is also the vote for the  
25 lead negotiator. And at that point, we had been in**



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1 contract negotiations for over a year and a half.  
2 And it -- I believed that they were  
3 going to be looking at how many flight attendants  
4 even participate in voting in the election for the  
5 officers and the board members to see how many  
6 flight attendants were active in terms of showing  
7 up to vote in a critical time of negotiations.

8 Q. Do you believe it would have hurt  
9 negotiations if your team lost the election?

10 A. Yes, I do.

11 Q. And why is that?

12 A. After, again, over 18 months of  
13 bargaining, changing out the lead negotiator at  
14 that point, putting somebody in to take over a team  
15 that had been working together, putting somebody in  
16 that didn't have any -- any experience with --  
17 potentially putting somebody who had no experience  
18 with sections of bargaining; no experience working  
19 with any of those individuals. No experience --  
20 potentially no experience with working with the  
21 members of the Southwest Airlines negotiating team.  
22 I believe it would have slowed things down  
23 dramatically, which, I believe, could have had a  
24 negative impact.

25 Q. Did anyone with Southwest management ever

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1 with him that he shouldn't use his union email to  
2 make any apologies?

3 A. That was something that the board of  
4 election always reminded every candidate when they  
5 accepted their nomination. That was something  
6 repeated over and over again to all candidates. So  
7 I didn't specifically remind anybody of that. It  
8 was a -- it was a repeated -- something that was  
9 ingrained in all of us that had been doing union  
10 work for a long time.

11 Q. Okay. Towards the end here, he -- well,  
12 it says, I am the face of the FAAP, Flight  
13 Attendant Assistance Program.

14 And then it continues. What is the  
15 Flight Attendant Assistance Program?

16 A. That's -- under the FADAP umbrella, that's  
17 one of those joint TWU committees that I spoke to  
18 earlier; joint as in TWU Local 556 and Southwest  
19 Airlines.

20 Q. Okay. And what was Brett's role with that  
21 program?

22 A. Based on my understanding, before I worked  
23 for Southwest Airlines, he was instrumental in  
24 spearheading the first program at Southwest  
25 Airlines. It's a peer-based program that is there

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1 indicate that they shared those concerns?

2 A. No.

3 Q. Okay. I would like to -- so apart from  
4 your apology here, do you remember if any other  
5 board members issued a statement or an apology?

6 A. I think there were other -- other members  
7 of our slate, some of who were board members, who  
8 also apologized; I believe so.

9 Q. Okay. I would like to mark Document 11 as  
10 Exhibit 8. If you could look at Document 11.  
11 (Exhibit 8 marked.)

12 A. Okay.

13 Q. (By Mr. Gilliam) Do you recognize this?

14 A. Reading it here just in this capacity, I  
15 don't recall where it came from.

16 Q. Okay. Do you recall Brett making these  
17 statements?

18 A. I recall him telling me that he had made a  
19 post on Facebook to apologize.

20 Q. Okay. And what did he tell you about --  
21 in that, I guess, conversation?

22 A. Just that he had -- he -- he was posting  
23 an apology about some of the comments he had made  
24 in the Core Team.

25 Q. Okay. And did you indicate any concerns

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1 to have flight attendants that are in recovery  
2 assist other flight attendants who are going  
3 through issues with any type of drugs or alcohol,  
4 anything substance related; to assist them in  
5 getting help and treatment to either get sober or  
6 maintain their sobriety. And he was -- at this  
7 point, I believe, he was the executive board  
8 liaison to that committee.

9 Q. Okay. And then at the very -- looks like  
10 the last paragraph, it says, they can concentrate  
11 on our FA's needs. I am the one who interacts with  
12 management and our EB so that none of the team are  
13 blamed when things go sideways between the  
14 suffering FA, management, and the union, which is a  
15 regular occurrence.

16 And part of this, Brett indicates that  
17 he interacts with management and the EB. Do you  
18 know what specific role he had in interacting  
19 between the executive board and management?

20 A. So any -- all of our executive board  
21 liaisons, if a committee -- if a committee  
22 chairperson or co-chair was also on the executive  
23 board, they had an executive board liaison. And  
24 their role was, if the committee chairperson had a  
25 request for something that they needed from the

1 executive board, then they usually would go to  
2 their liaison, who would present requests to the  
3 executive board at the next scheduled monthly  
4 executive board meeting.

5 If -- for the joint committees, like  
6 this, if there was something either of the chairs  
7 had needed from either party or both parties, then  
8 they would have gone to Brett and asked Brett, you  
9 know, sometimes it -- we need to schedule a meeting  
10 to sit down, you know, with the Southwest liaison  
11 and talk about something that isn't working well  
12 within the committee structure. Or if they needed  
13 additional resources or additional funding, things  
14 like that.

15 Q. What role did he have in ensuring that  
16 none of the -- as he says -- team are blamed when  
17 things go sideways?

18 A. Team, he is referring to the flight  
19 attendants that serve on the committee. When he --  
20 he talked about wanting them to concentrate on the  
21 flight attendants' needs, that's helping them get  
22 the help they absolutely need; not worried about  
23 the logistics of funding or things -- things like  
24 that.

25 And sometimes, some of those flight

1 attendants didn't end up asking for help until it  
2 had already impacted their job. Sometimes they --  
3 FAAP got involved once they had been called in for  
4 a meeting, an investigation. And getting sober  
5 doesn't -- doesn't mean you are going to keep your  
6 job if you have already, for instance, had a  
7 positive drug or alcohol test.

8 So even when people get help, it  
9 didn't always have a positive outcome. And that  
10 had nothing to do with the individual flight  
11 attendants working on the team. Brett was always  
12 somebody that stepped forward and said, you know,  
13 if something isn't going well or you need help or  
14 you have somebody that's upset with you, I don't  
15 mind you directing them to me. You know, if you  
16 need a buffer; if you need any assistance with  
17 dealing -- dealing with them, don't be afraid to,  
18 you know, have me assist you.

19 Q. Okay. Now, if I could mark Document 18 as  
20 Exhibit 9. Could -- take a look at Document 18.  
21 (Exhibit 9 marked.)

22 A. Okay.

23 Q. (By Mr. Gilliam) Do you recognize this?

24 A. I -- I don't know where this came from.

25 Q. Okay.

1 A. And I -- and I -- in looking at this, I  
2 don't think the previous document I looked at, I  
3 don't think they are from the same time period.

4 Q. Okay. Do you know -- do you know which  
5 time periods they are from?

6 A. I am not certain, but I believe Document  
7 11, based off of there is a bunch of stuff at the  
8 bottom of it, mine has a TWU Thom -- there is a  
9 bunch of stuff down there. I am -- I think this  
10 was from something that took place prior to my --  
11 prior to me being president.

12 Q. Okay. You think that Brett's post maybe  
13 took place prior to you being president?

14 A. Yes. And in that posting, Document 11, he  
15 refers to bringing his son to pick out his fourth  
16 birthday gifts; that would have been before I was  
17 president for 2013.

18 Q. Okay. Now, Document 18, do you -- do you  
19 know if that refers to the Core Team incident?

20 A. Yes. I believe this one refers to the  
21 Core Team incident and that this was from March  
22 2013.

23 Q. Okay. Now, in -- in this statement -- and  
24 I -- I guess you -- you don't remember him making  
25 this statement itself?

1 A. When I answered to the previous document  
2 about him telling me he was going to make an  
3 apology, this document we're reviewing right now, I  
4 believe this is the apology that he told me he was  
5 going to post.

6 Q. Okay. In the -- I guess, the -- the last  
7 two sentences, it says, please report any and all  
8 violations to me and not Southwest management. And  
9 it gives an address there, an email address. Once  
10 again, no comments at this time. Please read.

11 Did -- did Brett discuss with you  
12 having certain social media violations reported to  
13 him?

14 A. No.

15 Q. Okay. Do you know what he's referring to  
16 here at all?

17 A. No, I don't.

18 Q. Okay.

19 MR. CORRELL: And, Counsel, before you  
20 leave this document, for the record, is this  
21 redacted?

22 MR. GILLIAM: No, it's not. This is  
23 how it was received by us. So no redactions here.

24 Q. (By Mr. Gilliam) Let's see.

25 MR. GILLESPIE: Are we at a good point

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1 to take a break?  
2 MR. GILLIAM: Yes, we can. How long  
3 of a break would you like?  
4 MR. GILLESPIE: 10 minutes would be  
5 great.  
6 MR. GILLIAM: Okay. Yeah. Sure.  
7 How --  
8 THE VIDEOGRAPHER: We are off record  
9 at 2:53 p.m.  
10 (Recess taken.)  
11 THE VIDEOGRAPHER: We are back on  
12 record at 3:10 p.m.  
13 Q. (By Mr. Gilliam) Okay. I am trying to  
14 pick up where we left off. Ms. Stone, did -- did  
15 you believe that social media policy violations  
16 should be reported to the union and not Southwest  
17 management?  
18 A. No.  
19 Q. No, they should have been reported to  
20 Southwest management?  
21 A. No, that's not what I said.  
22 Q. Okay. I am sorry. I misunderstood you.  
23 What -- did you -- okay. You -- you believe that  
24 flight attendants shouldn't report social media  
25 violations directly to Southwest management?

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1 A. I may have misheard your very first  
2 question -- I -- that you asked. I thought you  
3 asked if I believed people should report their --  
4 violations to the union instead of management.  
5 Q. Okay. And I am sorry. You're -- you're  
6 right, I think that is how I worded my first  
7 question. So you -- you -- and I want to make sure  
8 I understand correctly here. You -- you don't  
9 believe that flight attendants should report social  
10 media violations to the union instead of Southwest  
11 management?  
12 MR. GILLESPIE: Objection. Form.  
13 Q. (By Mr. Gilliam) Okay. Let me try to ask  
14 a better question. Do -- did you believe the  
15 flight attendants should report any social media  
16 violations directly to the union?  
17 A. No.  
18 Q. Okay. And after you issued your apology,  
19 did you send out any additional communications to  
20 the -- the union membership about social media?  
21 A. I wrote about it at least once in a  
22 president's report.  
23 Q. Okay.  
24 A. I don't recall if that was before or after  
25 the statement that I posted on Facebook.

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1 Q. Okay.  
2 MR. GILLIAM: Are we up to Exhibit 10?  
3 THE REPORTER: Yes.  
4 MR. GILLIAM: Okay. I'd like to mark  
5 Document 13 as Exhibit 10.  
6 (Exhibit 10 marked.)  
7 Q. (By Mr. Gilliam) Take a look at Document  
8 13. Let me know once you have read it.  
9 A. Okay.  
10 Q. Do you recognize this?  
11 A. Yes.  
12 Q. And what is it?  
13 A. It's a president's message that appeared  
14 in a Unity update.  
15 Q. Okay. And what prompted you to publish  
16 this message?  
17 A. The successful resolution of the batch of  
18 social media grievances that I had addressed with  
19 Mike Hafner that I spoke to about earlier this  
20 morning; the successful resolution of the rules is  
21 why I published this.  
22 Q. Okay. And there is a date on the front  
23 page of April 20th, 2015. Is -- do you recall if  
24 that's the correct date that you sent this?  
25 A. I believe so.

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1 Q. Okay. Now, on the second page, I think  
2 it's the first full sentence, it says, I am pleased  
3 that over the last month, Southwest Airlines has  
4 finally taken us seriously.  
5 And did you believe that Southwest had  
6 taken you seriously because it resolved that batch  
7 of grievances?  
8 A. Yes.  
9 Q. Okay. And then I think you continue on in  
10 the next sentence. Your -- and it says, your union  
11 has been addressing Southwest Airlines social media  
12 policy for a long time.  
13 Now, in addressing the social media  
14 policy for a long time, was that just the -- the  
15 reference to discussing the batch of grievances  
16 with Mike Hafner in early 2015?  
17 A. It was primarily that, but social media --  
18 there were cases here and there prior to that, just  
19 not to the level of volume. And it -- I had, it  
20 felt like, spent a very long time, since the volume  
21 had started increasing, trying to address it with  
22 the leaders and feeling like it was unheard until  
23 the meeting that happened.  
24 Q. Okay. And then it continues and says, we  
25 have been -- we have been bringing forward your

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1 concerns around the lack of clear guidelines on a  
2 policy that is both vague and undefined.

3 Did -- did you also believe that the  
4 social media policy was vague and undefined?

5 **A. Yes, I did.**

6 Q. Okay. And why is that?

7 **A. Because the version that was being applied**  
8 **back then was very -- if it was anything that**  
9 **someone found offensive, even if it wasn't another**  
10 **employee or directed at another employee, Southwest**  
11 **was viewing it as, well, you know, we can -- it can**  
12 **be a violation. It was -- it was very broad --**  
13 **very, very broad in scope in just that it could --**  
14 **anything that anybody found offensive, it felt like**  
15 **they would say, well, it's a social media violation**  
16 **if it occurred in a social media platform.**

17 Q. Okay. Do you think that the problem of  
18 the policy being vague and undefined was corrected  
19 after 2015?

20 **A. No.**

21 Q. Okay. Would you say that the policy  
22 remains vague and undefined today?

23 **A. I haven't read the most recent -- I don't**  
24 **-- I have not recently read the most current**  
25 **policy. I believe they made some changes to it**

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1 **since 2015.**

2 Q. Since what date?

3 **A. I said since 2015, when this was written,**  
4 **I believe Southwest Airlines has updated the social**  
5 **media policy.**

6 Q. Okay. Do you know if those changes  
7 corrected the policy being vague and undefined?

8 **A. I don't know.**

9 Q. Okay. And you were familiar with the  
10 policy while you were president, correct?

11 **A. Yes.**

12 Q. Okay. Okay. Let's see. Could I -- one  
13 minute. I'll find it in this stack shortly.  
14 Direct your attention to Document 8 and also mark  
15 Document 8 as Exhibit 11.

16 (Exhibit 11 marked.)

17 Q. (By Mr. Gilliam) And particularly,  
18 everything but the last page. Or -- actually, more  
19 -- well, yeah. I will ask you some questions about  
20 some of the others as well.

21 **A. Okay. I skimmed it.**

22 Q. Okay. And do you recognize these?

23 **A. Yes.**

24 Q. And what are they?

25 **A. One is the mission statement as of August**

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1 **2013. One is the workplace bullying and hazing**  
2 **policy as of April 2015. One is the social media**  
3 **policy effective April 2016. And one is the**  
4 **harassment, sexual harassment, discrimination,**  
5 **retaliation policy of Southwest Airlines as of**  
6 **April 2014. And one is disability, discrimination**  
7 **and workplace accommodation policy effective**  
8 **January 2019.**

9 Q. Okay. And if I could direct your  
10 attention to the one that says App 10 at the  
11 bottom, the social media policy.

12 **A. Okay.**

13 Q. And do you -- do you believe this is still  
14 vague and undefined compared to the policy as you  
15 remembered it in 2015?

16 **A. I think pieces of it could be, but, again,**  
17 **I don't -- I don't have the -- I don't know if this**  
18 **is changed. I don't have the comparison of exactly**  
19 **what was in effect --**

20 Q. Okay.

21 **A. -- there.**

22 Q. Okay. Now, flipping to App 12, policy  
23 concerning harassment, sexual harassment,  
24 discrimination, retaliation.

25 **A. Okay.**

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1 Q. And this says revised April 23, 2014,  
2 correct?

3 **A. Yes.**

4 Q. Okay. Now, I know you may not have been  
5 specifically addressing this one in your message.  
6 Do you believe that this policy was vague -- is  
7 vague and undefined?

8 **A. No, not in the same way I have seen them**  
9 **apply it.**

10 Q. Oh, okay. So you think that the policy  
11 was applied in a way that was -- okay. Let -- let  
12 me back up. Do you think the policy itself was  
13 vague and undefined?

14 **A. Which one?**

15 Q. The policy concerning harassment, sexual  
16 harassment, discrimination and retaliation?

17 **A. No.**

18 Q. Okay. Do you -- do you believe that this  
19 one -- this policy was applied consistently?

20 **A. In the cases that I saw, yes.**

21 Q. Okay. And then turning to App 8, the  
22 workplace bullying and hazing policy. Do you --  
23 let me know once you are ready.

24 **A. I am ready.**

25 Q. Okay. Now, do you believe that this



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1 policy is vague and undefined?  
2 **A. No.**  
3 Q. Okay. Do you believe this policy was  
4 applied consistently?  
5 **A. I didn't see it cited very often.**  
6 Q. Okay. Do you remember any cases where  
7 someone was disciplined under this policy?  
8 **A. I believe Charlene Carter -- I believe**  
9 **this may have been one of the policies she was**  
10 **cited with.**  
11 Q. Okay. Do you remember anybody else who  
12 was disciplined under this policy?  
13 **A. I don't recall anyone else that was**  
14 **specifically under this one.**  
15 Q. Okay. Now, turning back to App 12, the  
16 policy concerning harassment, sexual harassment,  
17 discrimination and retaliation.  
18 **A. Okay.**  
19 Q. Do you know anyone who was disciplined  
20 under this policy?  
21 **A. Yes.**  
22 Q. Okay. And who?  
23 **A. Ricardo Vargas (phonetic).**  
24 Q. Okay. Who else?  
25 **A. There is another case that I don't**

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1 **remember the flight attendant -- I don't remember**  
2 **his name, but I can remember -- I just remember --**  
3 **I don't remember his name.**  
4 Q. Okay. Do you remember what that flight  
5 attendant did to violate the policy?  
6 **A. Yes.**  
7 Q. And what did that flight attendant do in  
8 violation of the policy?  
9 **A. The flight attendant was making sexual**  
10 **comments to another coworker.**  
11 Q. Okay. Do you know if those were  
12 suggestive comments?  
13 **A. I don't remember the details of what he**  
14 **said.**  
15 Q. Okay. Okay. And what -- when -- when did  
16 that incident occur?  
17 **A. That was sometime -- the one -- the name**  
18 **who's -- the flight attendant I don't remember is**  
19 **at some point during my presidency.**  
20 Q. Okay. You don't remember if it was before  
21 2015, after 2015?  
22 **A. I think it was after 2015; I am not**  
23 **positive.**  
24 Q. Okay. And when did the incident involving  
25 Ricardo -- was it Vasquez --

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1 **A. Vargas.**  
2 Q. Vargas.  
3 **A. That was probably 2010.**  
4 Q. Okay. And what -- what did Ricardo Vargas  
5 do to violate the policy?  
6 **A. He had made a customer feel uncomfortable.**  
7 **I think he had asked -- asked her for her number**  
8 **and gave her his and -- and she complained to**  
9 **Southwest in one of -- in -- that was part of it**  
10 **that I can recall.**  
11 Q. Okay. You don't recall any other part of  
12 that?  
13 **A. Ricardo had more -- had more than one**  
14 **complaint over a period of time.**  
15 Q. Okay. What other complaints did he have?  
16 **A. He had made other female coworkers feel**  
17 **uncomfortable.**  
18 Q. Do you know if that was by making un- --  
19 unwanted advancements or --  
20 **A. I -- yes, I think so.**  
21 Q. Okay. And were those flight attendants  
22 terminated?  
23 **A. Yes. Both Ricardo and the other flight**  
24 **attendant were terminated.**  
25 Q. Okay. Do you remember any other flight

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1 attractants who were disciplined for violating the  
2 -- this policy?  
3 **A. I know -- I know there were others in the**  
4 **nine years I was on the executive board. I don't**  
5 **recall specifics. I just don't recall specifics**  
6 **outside of --**  
7 Q. Okay. Do you recall any other specific  
8 flight attendants?  
9 **A. I think Al Harbour had a -- an issue.**  
10 Q. Okay. Al Harbour?  
11 **A. Yes.**  
12 Q. Okay. Any other specific flight  
13 attendants' names?  
14 **A. Not that I -- not that I can recall.**  
15 Q. Okay. All right. Let's see. Going back  
16 here to Document 13. Now, let's see. In -- let me  
17 find where. In that first full paragraph, the last  
18 sentence says, dozens of you have been affected and  
19 TWU Local 556 made it clear to management that we  
20 believe they were interfering in areas in violation  
21 of your personal rights.  
22 Do you see where I am?  
23 **A. Yes.**  
24 Q. Okay. And did -- did you talk to Mike  
25 Hafner about their application of the policy

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1 interfering with members' personal rights?

2 **A. Yes.**

3 Q. Okay. And what did you tell Mike Hafner  
4 about the -- about Southwest's interference in the  
5 flight attendants' personal rights?

6 **A. I don't recall the specifics, but it was**  
7 **part of conversation about the inconsistencies in**  
8 **how they were applying the social media policy;**  
9 **that -- that some of those posts made were**  
10 **celebratory. I keep thinking of the one about the**  
11 **country song. And that it hadn't been directed at**  
12 **any individual. There was nobody at Southwest**  
13 **Airlines who came forward and said they felt**  
14 **harassed or bullied by it. And it was a personal**  
15 **photo of, you know, somebody celebrating going to a**  
16 **concert; things like that.**

17 Q. Okay. But hadn't some individuals come  
18 forward and reported that they felt harassed or  
19 bullied by comments made in the Core Team group?

20 **A. Yes, some had.**

21 Q. Okay. And what personal rights did you  
22 believe that management was interfering with?

23 **A. Different from what I explained?**

24 Q. Well, I don't think that you identified  
25 any personal rights that were -- were -- that you

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1 **guess it's not a personal right. They -- they**  
2 **tried to state that he had violated a -- a**  
3 **protected class by using the word "fucktard." That**  
4 **-- that was -- that was the crux of my pushback**  
5 **against the discipline he received. It wasn't**  
6 **about his -- his personal right. It was about him**  
7 **being cited with a violation of a protected class**  
8 **that I didn't believe was legally -- that there**  
9 **wasn't a definition that was a protected class.**

10 Q. So you do not believe that any of Brian  
11 Talburt's personal rights were implicated by  
12 Southwest's actions regarding him?

13 **A. I don't have his discipline letter in**  
14 **front of me and I don't feel comfortable answering**  
15 **that without knowing exactly what he -- what all he**  
16 **was cited and what all they investigated. I know**  
17 **of the word that he stated that triggered his**  
18 **investigation, but I don't know all of the details,**  
19 **so I -- I don't feel confident answering that. I**  
20 **know Brian felt like -- well, I actually don't know**  
21 **how Brian felt, so I can't speak to that either;**  
22 **that's speculating.**

23 Q. Do you think that in these cases that were  
24 within the batch that you discussed with Mike  
25 Hafner involved any -- any flight attendants'

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1 -- that were interfered with.

2 **A. That someone should -- well, the flight**  
3 **attendants that -- that were suspended for their**  
4 **photographs believed that they had the right post**  
5 **the lyrics of -- that they had the right to post**  
6 **the lyrics of a song on their personal page and**  
7 **advertise that they were going to a concert. And**  
8 **they said that they felt like that was their right**  
9 **as a flight attendant and it didn't hurt anyone.**  
10 **So that is an example of a personal right, that**  
11 **those flight attendants felt like they had the**  
12 **right to do that. And Southwest, at that time, had**  
13 **felt differently.**

14 Q. Do you think that management had  
15 interfered in Brian Talburt's personal rights?

16 **A. I felt like management had not applied the**  
17 **appropriate level of discipline to Brian Talburt's**  
18 **statement that he made.**

19 Q. Okay. Do you believe that management had  
20 interfered in Brian Talburt's personal rights?

21 **A. Yes, given the discipline they applied.**

22 Q. What personal rights do you believe that  
23 management had interfered with in Brian Talburt's  
24 case?

25 **A. Well, they -- they tried to state -- I**

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1 rights to engage in protected union activity?

2 **A. Yes, for the ones that were specifically**  
3 **discussing the election.**

4 Q. Okay. So only posts that specifically  
5 discuss the election involved protected union  
6 activity?

7 **A. Well, that's my opinion.**

8 Q. Okay. Apart from what you described in  
9 the care of Mary -- Mary Ellen Matter and Michelle  
10 Foley, were there -- did you have any other  
11 communications with Southwest management about  
12 flight attendants' personal rights?

13 **A. No.**

14 Q. Okay.

15 **A. No, not to my recollection.**

16 Q. All right. In the next paragraph, you  
17 say, over the last several weeks, I met with  
18 various Southwest Airlines leaders, including our  
19 vice president of cabin services, Mike Hafner.

20 So it -- this says various Southwest  
21 Airlines leaders. Now, in the weeks preceding this  
22 letter, did you meet -- does that refresh your  
23 recollection as to whether you met with other  
24 Southwest leaders apart from Naomi or Mike?

25 **A. I testified earlier that I was in a**

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1 meeting with Steve Murtoff and another leader, and  
2 I don't recall which leader. I also spoke to Juan  
3 Suarez, as I stated earlier. So they were included  
4 in Southwest Airline -- they were all Southwest  
5 Airlines leaders.

6 Q. Okay. So was that meeting with Steve  
7 Murtoff and Juan Suarez in the -- the several weeks  
8 preceding this message?

9 A. Yes.

10 Q. Okay. All right. Now, in this letter --  
11 let's see. It's one more paragraph down from where  
12 we are. It starts, we have also scheduled future  
13 meetings to sit down with the appropriate members  
14 of management to address those social media changes  
15 we would like to see in the future.

16 So what were the future meetings about  
17 the social media policy changes you had scheduled?

18 A. We -- they did -- they didn't go anywhere.  
19 We regularly meet -- met with Southwest Airlines  
20 management. We have a list of items to talk about  
21 in advance. Social media had been on the list;  
22 Mike had agreed that we would continue to discuss  
23 it at our future meetings. And then, as I stated  
24 earlier, he ended up leaving his position shortly  
25 thereafter.

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1 And I continued bringing forward the  
2 concern and it -- I just -- it didn't go anywhere  
3 in terms of redefining or creating, in my  
4 conversations with Sonya, of is there a way for  
5 flight attendants to have -- to have a social media  
6 policy that is more specific to flight attendants  
7 based off of what was happening. And there just  
8 wasn't a result that came out of it. It -- it  
9 wasn't something -- I think she -- I am guessing,  
10 you know, she went back, she talked to her team,  
11 and it just never got acted on.

12 Q. When you say she went back and talked to  
13 the team, who do you mean?

14 A. I am assuming she did. Well, anything  
15 related to Southwest Airlines policies is also  
16 vetted through legal, through general counsel. So  
17 inflight can't just change something arbitrarily.  
18 So I am assuming, based off of my conversations  
19 with her, that she had -- that she discussed with  
20 legal -- and she didn't give me any details of what  
21 that was -- and that it just wasn't something they  
22 were willing to explore.

23 Q. Okay. When you say she, do you mean Sonya  
24 Lacore?

25 A. Yes.

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1 Q. Okay. And so she didn't tell you that  
2 they weren't willing to explore that, correct?

3 A. Well, I -- she wasn't willing to schedule  
4 an opportunity for us, legal, all of the parties to  
5 meet.

6 Q. Okay. And she never told you why she  
7 wasn't willing to schedule the opportunity to meet?

8 A. No.

9 Q. Okay.

10 A. And the social media activity, you know --  
11 as I stated earlier, died down, wasn't as active.  
12 And there were --

13 Q. The -- the social media activity died down  
14 after April of 2015?

15 A. In terms of the level of discipline that  
16 we saw being issued -- or the grievances coming  
17 through the office, I should say.

18 Q. So your testimony is that the number of  
19 grievances for social media activity declined after  
20 April of 2015?

21 A. Yes. Compared to where it was at the  
22 beginning of 2015.

23 Q. Okay. But as a whole number, did the  
24 social media grievances decline after April of  
25 2015?

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1 A. Yes.

2 Q. Okay. All right. Now, I think -- so I  
3 don't want to misstate your testimony, but my  
4 recollection was that you said that social media  
5 issues had been on the list to discuss with Mike  
6 Hafner in -- in future meetings; is that correct  
7 yes.

8 A. Yes.

9 Q. Okay. And were -- was it to be discussed  
10 in -- as part of some regular meetings you were  
11 having with Mike Hafner?

12 A. Yes.

13 Q. Okay. And what were those regular  
14 meetings that you were having with Mike Hafner?

15 A. We typically met with members of my team  
16 and member of -- members of my team. Typically, we  
17 met on a monthly basis. Southwest Airlines also  
18 sent representatives -- leaders from various  
19 departments within inflight, they send them to meet  
20 with the executive board typically on a monthly  
21 basis as well.

22 Q. Now, as part of those meetings, who -- who  
23 was on your team?

24 A. Which ones?

25 Q. The -- the -- the meetings that you were

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1 having regularly with Southwest's team.

2 **A. The ones with the entire executive board**  
3 **or without?**

4 Q. Without.

5 **A. Okay. It was usually -- usually was other**  
6 **officers. So at the time, Todd Gage, Brett Nevarez**  
7 **and John Parrott were usually who attended those**  
8 **meetings. Sometimes not all three.**

9 Q. Okay. Did any union members who were not  
10 officers go to those meetings with you?

11 **A. No.**

12 Q. Okay. Did any other union members, apart  
13 from Brett Nevarez and John Parrott and Todd Gage,  
14 go to those meetings with you?

15 **A. I believe Cuyler Thompson went to one, I**  
16 **believe.**

17 Q. Okay.

18 **A. He was an officer.**

19 Q. Is there anyone else you recall?

20 **A. No.**

21 Q. Okay. And who from Southwest's team  
22 attended those meetings?

23 **A. Usually Mike Hafner, Sonya Lacore, Brandon**  
24 **Conlon, Steve Murtoff. Again, not all four of them**  
25 **every time. And then every now and then, they**

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1 **brought somebody else. They brought someone from**  
2 **provisioning one day.**

3 Q. Okay. Did Randy Babbitt ever attend those  
4 meetings?

5 **A. No, not in the monthly meetings.**

6 Q. Did Randy attend any social media meetings  
7 that you were a part of?

8 **A. No.**

9 Q. Okay. Now, the executive board meetings  
10 you described, would that involve anyone on the  
11 union side apart from the executive board?

12 **A. The grievance chairpersons were usually in**  
13 **-- we usually had them in the board meeting while**  
14 **members from Southwest Airlines management would --**

15 Q. And was there a regular representative  
16 from Southwest who attended those meetings?

17 **A. Typically, it would be Steven Murtoff, at**  
18 **that time; Henry Thompson, Brandon Conlon came**  
19 **sometimes. Depending on what time frame you are**  
20 **asking about, there is other members of Southwest**  
21 **Airlines management that attended one of the board**  
22 **meetings, but there is a number of them over a**  
23 **five-year period.**

24 Q. Okay. And apart from social media issues  
25 that you -- you might have discussed from time to

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1 time, what other types of issues did you discuss in  
2 those meetings?

3 **A. Which ones?**

4 Q. The -- the ones with your team and then  
5 Southwest's team --

6 **A. But --**

7 Q. -- not involving the executive board?

8 **A. Okay. Any -- any big issue we were seeing**  
9 **collectively, systemwide, that wasn't related to**  
10 **contract negotiations or bargaining. An example of**  
11 **that would be the application of one of the -- at**  
12 **the time, they were called working conduct tools,**  
13 **right? And we were seeing an uptick in how many**  
14 **flight attendants were being terminated for this**  
15 **particular rule.**

16 **So one of the meetings, we kind of**  
17 **discussed the intent of the rule; whether it had**  
18 **wanted to be created and whether or not it was**  
19 **being applied currently with the same intent that**  
20 **the rule was created -- you know, the problem it**  
21 **was created to address.**

22 Q. Okay. Now in any of those meetings,  
23 whether it was with the full executive board  
24 meeting or -- or just the two teams without the  
25 executive board meeting, did you-all ever discuss

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1 the bullying and hazing policy?

2 **A. No.**

3 Q. Okay. And in any of those meetings,  
4 again, whether it involved just the two teams  
5 without the executive board or the executive board  
6 and Southwest representatives, did you-all ever  
7 discuss the recall?

8 **A. No.**

9 Q. Okay. And you understand what I mean by  
10 the recall?

11 **A. Yes.**

12 Q. Okay. Now, again, returning back to  
13 Document 13, that -- looks like the second-to-last  
14 -- well, the paragraph that starts, we have also  
15 scheduled future meetings. And it -- it mentions  
16 addressing those social media policy changes we  
17 would like to see.

18 Now, I understand that you didn't have  
19 those meetings, but what were the social media  
20 policy changes that you wanted to see?

21 **A. I wanted to see it more clearly defined as**  
22 **to what people, you know, could and couldn't say**  
23 **and what would be attached to the workplace.**  
24 **Versus it like feeling like it was simply a -- if**  
25 **anyone, even outside of Southwest Airlines, is**



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1 offended, it was an automatic similarly 30-day  
2 suspension or termination. And there really  
3 weren't levels of discipline in between.

4 So I wanted to see it more in line  
5 with our working conduct rules, which outlined  
6 class levels and a range of discipline that can be  
7 applied to -- to that violation, depending on the  
8 class and the overall circumstances. Because that  
9 wasn't something that we were seeing with the  
10 application of the social media policy.

11 Q. Okay. And did you reach a conclusion  
12 about those social media policy changes on your  
13 own?

14 A. No.

15 Q. And the -- the social media policy changes  
16 you wanted to see, was that something you had  
17 discussed with other executive board members?

18 A. Yes.

19 Q. Okay. And were those social media policy  
20 changes something you had discussed with the -- the  
21 grievance committee members?

22 A. Grievance chairpersons.

23 Q. Okay. And which specific grievance  
24 chairpersons had you discussed those social media  
25 policy changes with?

1 Q. Yes.

2 A. No, I don't recall that.

3 Q. Okay. All right. Now -- now, you -- we  
4 discussed Brian Talburt earlier. And I think he  
5 had -- he received social media discipline for his  
6 fucktard comment. And he was originally terminated  
7 for that, correct?

8 A. Yes.

9 Q. Okay. Had he been terminated before?

10 A. Yes.

11 Q. And what had he been terminated for?

12 A. I believe it also had -- it was a social  
13 -- social media.

14 Q. Okay. And do you remember any details  
15 about his social media violation?

16 A. No, not that one.

17 Q. Okay. All right. Let's see. If I could  
18 mark Document 30 as Exhibit 12.  
19 (Exhibit 12 marked.)

20 A. Okay.

21 Q. (By Mr. Gilliam) Okay. Do you recognize  
22 this?

23 A. I recognize the -- the first -- the first  
24 parts; not the -- the second pieces.

25 Q. Okay. And which parts do you recognize,

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1 A. At that point, Becky Parker.

2 Q. Okay. Was there any other grievance  
3 chairperson you had discussed the social media  
4 policy changes with?

5 A. No.

6 Q. Okay. And which members of the executive  
7 board had you discussed those changes with?

8 A. The executive board in general had -- had  
9 discussed it. The whole executive board had talked  
10 about it. Any time -- any time we heard a  
11 grievance that reached the executive board level  
12 and it was a social media violation, there was  
13 discussion amongst the executive board.

14 Q. Okay. And did you speak with any other  
15 union members outside of Becky Parker and the  
16 executive board about the social media policy  
17 changes that you -- you wanted to see?

18 A. Not directly, no. There were other  
19 members who were constantly giving me and other  
20 board members feedback on what they believed it  
21 should and shouldn't be.

22 Q. Okay. Now, was there anybody who  
23 communicated their views that you remember agreeing  
24 with about what the social media policy should be?

25 A. That I agreed with?

1 just so that I am clear?

2 A. The first -- the first page and first half  
3 of the second page through -- through Brian's email  
4 to me.

5 Q. Okay. Okay. And do you recognize Brian's  
6 -- or, I guess, your -- your email to Brian on  
7 August 13th at 5:13 p.m.?

8 A. Mine says August -- mine says October  
9 13th.

10 Q. And I am sorry. Did I say August?  
11 October 13th at 5:13 p.m.

12 A. Yes, now I do that I am looking at it.

13 Q. Okay. Okay. All right. And what -- what  
14 are these emails?

15 A. I believe this is after he had been  
16 terminated the first time. And I think he had been  
17 terminated for making a comment about there needing  
18 to be a public execution.

19 Q. Okay. Did he say who there should be a  
20 public execution of?

21 A. I don't -- I don't remember exactly what  
22 he posted. I think it was in a large post. And I  
23 think it was -- I believe he was referencing just  
24 the constant -- what he believed -- bullying that  
25 was going on. And that if one person had been

1 disciplined, then it might stop. But, again, I  
2 don't -- I don't remember the specific of what he  
3 posted, but I -- but that public execution was in  
4 it.

5 Q. Okay. And did -- did you agree with the  
6 company terminating Brian Talburt for using the  
7 phrase "public execution"?

8 A. No.

9 Q. And why not?

10 A. Because Brian did not -- did not literally  
11 mean that someone should be executed. And he  
12 explained that, what his intent was, in -- in his  
13 comment and what he was -- what he meant by it, and  
14 it was not to cause somebody physical harm or to  
15 kill them.

16 Q. Okay. And did you, I guess, represent  
17 Brian Talburt at any stage of his disciplinary  
18 investigation?

19 A. Yes.

20 Q. Okay. And what -- what part of his  
21 disciplinary investigation did you represent him  
22 in?

23 A. I -- well, I assisted his grievance  
24 specialist in his Step 2 appeal meeting.

25 Q. Okay. And who did you have that Step 2

1 information or explain why they believe the  
2 discipline is unjust. So Brian appealed to  
3 Southwest Airlines primarily -- why he felt like --

4 THE REPORTER: I'm sorry, say the last  
5 part; I didn't hear it.

6 A. -- regarding why he felt like he shouldn't  
7 be terminated.

8 Q. (By Mr. Gilliam) And at any point in his  
9 disciplinary process, did you make any arguments to  
10 someone with Southwest as to why he should not be  
11 terminated?

12 A. I -- I feel confident at some point in his  
13 Step 2, I would have made some statement.

14 Q. Okay. Did you argue that he was engaged  
15 in any protected activity in making the comment?

16 A. I don't recall. I don't -- I don't think  
17 so.

18 Q. Okay. So in the -- the email below that  
19 continues on to the next page, Brian comments to  
20 you about a private email between Mike and him.  
21 And is that Mike Hafner?

22 A. I believe so.

23 Q. Okay. And -- and he says, I am hopeful  
24 that relationship is working behind the scenes in  
25 some form on his behalf and would not want to do

1 meeting with?

2 A. I think it was Mike Sims, but I am not 100  
3 percent certain.

4 Q. Okay. And the company upheld his  
5 termination, correct?

6 A. No.

7 Q. I am sorry. So the company did reverse  
8 his termination?

9 A. Yes. At some point in the grievance  
10 process, it was reduced.

11 Q. Okay. Do you know what point in the  
12 grievance process his discipline was reduced?

13 A. No. I don't recall if it was after the  
14 Step 2 or after the -- or after it had been heard  
15 by the executive -- I believe it was at some point  
16 after the Step 2.

17 Q. Okay.

18 A. Again, I am -- I am -- I am not -- I am  
19 not positive.

20 Q. And what was the -- well, let me back up.  
21 During the Step 2, did you make an argument to  
22 Southwest as to why he should not be terminated?

23 A. His -- his -- Brian -- in a Step 2  
24 meeting, it's the flight -- primarily the flight  
25 attendant's responsibility to bring forward new

1 anything to harm him.

2 Do you know what relationship Brian  
3 Talburt had with Mike Hafner?

4 A. Just that they were both long-term  
5 Southwest Airlines employees. I think at this  
6 point, both of them had been with Southwest for 30  
7 -- 30 years.

8 Q. Okay.

9 A. I know they had known each other a very,  
10 very long time.

11 Q. Okay. Now, was Brian Talburt doing any  
12 work on behalf of the union with Mike Hafner?

13 A. No.

14 Q. And he continues and says, this is just an  
15 illustration of the types of conversations I've had  
16 with senior SW management, re- -- re: dealing with  
17 problem people; in this case, specifically, Hofer  
18 and Casper.

19 Did Brian Talburt tell you about  
20 communications he was having with Southwest  
21 management about Hofer and Casper?

22 A. No.

23 Q. Okay. Did you ask him about conversations  
24 he -- he was having with Southwest management?

25 A. No. I did not want to know.

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1 Q. Okay. Why not?

2 **A. Just because I had a million other things**  
3 **on my plate. And if every flight attendant had**  
4 **come to me to tell me about every conversation they**  
5 **had with a member of Southwest Airlines management,**  
6 **I would have never been able to actually do my job.**

7 Q. Okay. All right. Now, did Brian Talburt  
8 communicate with you about other conversations he  
9 was having about social media with other members of  
10 -- or with any members of management?

11 **A. No. Not outside of what he shared further**  
12 **in this email.**

13 Q. Okay. Let's see. If I could mark as  
14 Document 31 as Exhibit 13.  
15 (Exhibit 13 marked.)

16 **A. Okay.**

17 Q. (By Mr. Gilliam) Do you recognize this?

18 **A. No.**

19 Q. Okay. This -- this is an email that Brian  
20 sent to you, correct?

21 **A. Yes.**

22 Q. Okay. And he refers to discussing his  
23 thoughts on the social media topic. Were there  
24 discussions about any social media document that  
25 were -- topic that were taking place with some of

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1 **A. Thank you.**

2 Q. Sure.

3 **A. I am not positive what her title was in**  
4 **2013. I think she was a senior manager for**  
5 **inflight. And I don't recall what -- what her --**  
6 **her title was during that time.**

7 Q. Okay. While you were president, did you  
8 have any -- well, let me back up. While you were  
9 president, did you or -- well, let me strike that  
10 and start all over.

11 While you were president, did you have  
12 any communications with Southwest management about  
13 a social media virtual roundtable?

14 **A. No.**

15 Q. Okay. All right. Okay. And did anyone  
16 from the company ever communicate with you about  
17 Brian's email?

18 **A. No.**

19 Q. Okay. All right. Let's see. If I could  
20 mark Document 32 as Exhibit 14.

21 (Exhibit 14 marked.)

22 **A. Okay. I have scanned the top part.**

23 Q. (By Mr. Gilliam) Okay. And do you  
24 recognize this?

25 **A. Not really. Not until I see it.**

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1 the individuals named here in this email, including  
2 Sonya Lacore, Mike Hafner, Jamie Willard?

3 **A. With me or with Brian?**

4 Q. With -- with anyone?

5 MR. CORRELL: Objection. Calls for  
6 speculation.

7 **A. I can't speak to the conversations. This**  
8 **email that Brian sent me was forwarded from an**  
9 **email that was sent in January -- to these**  
10 **individuals in January 2013. I wasn't in office.**  
11 **I wasn't having any conversations with anyone. I**  
12 **wasn't involved in the union at that time. If --**  
13 **this was something he apparently forwarded me a**  
14 **year and a half, almost two years later.**

15 Q. (By Mr. Gilliam) Okay. Did he tell you  
16 why he was forwarding this to you?

17 **A. I believe this may have been during the**  
18 **time of his first termination, or around then.**

19 Q. Okay. And do you know who Jamie Willard  
20 is?

21 **A. Yes.**

22 Q. And who is Jamie Willard?

23 **A. I am sorry. Give me one second to pull**  
24 **that back up. What was the document number?**

25 Q. 31.

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1 Q. Okay. And what is it?

2 **A. It's an email Brian sent me with a forward**  
3 **from an email between he and Sonya, as well as, it**  
4 **looks like, a very long conversation with a lot of**  
5 **posts on some sort of social media platform.**

6 Q. Okay. In the first line, Brian says, so  
7 this is part of a thread between Sonya and I re: a  
8 Facebook post regarding not taking fourth when  
9 asked.

10 And it continues. What does not  
11 taking fourth mean?

12 **A. That is recurring -- I believe, based off**  
13 **of skimming this -- the fourth jump seat. So on**  
14 **the aircraft at -- on either a 700 or an 800 -- on**  
15 **a 700, there are -- every jump seat has two seats,**  
16 **two spaces on it. On a 700 aircraft, we only have**  
17 **three flight attendants; on an 800 aircraft, we**  
18 **have four. On a 700 aircraft, there is one extra**  
19 **jump seat; it's called the fourth. On the 800,**  
20 **it's now referred to as the fifth and sixth. And**  
21 **it is a seat available to any commuting employee.**

22 So if there -- if the cabin is full  
23 and there is not an empty seat in the cabin, and  
24 your -- employees fly -- unless they purchased a  
25 ticket, they fly standby. So nonrevenue travel,

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1 there has to be an empty seat. If there isn't one  
2 in the cabin, they can sign up for the fourth jump  
3 seat. That's what the fourth is that he is  
4 referring to.

5 Q. Okay. And in the second paragraph, second  
6 sentence, he says, note, once again, using the  
7 targeted assassination metaphor and being quite  
8 clear about what I was referring to.

9 Did -- did he send these emails to you  
10 in connection with his grievance?

11 A. Yes, I think so. Brian forwarded me, it  
12 looks like, a couple of things in a row. And based  
13 off the time frame, I believe that this was about  
14 his grievance and the point he was trying to make;  
15 that he's used phrases like that before, even with  
16 members of management. And that he was clear in  
17 his intent that it was not to actually assassinate  
18 someone or execute someone.

19 Q. Okay. Was that an argument you made when  
20 you were trying to reverse the discipline he  
21 received?

22 A. I believe so. I know it's an argument  
23 Brian made in his meetings.

24 Q. Okay. All right. And this -- this email  
25 -- sent from Brian to Sonya Lacore at a Gmail

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1 concerns to you that Brian had, I guess, referred  
2 to targeted assassinations in an email to her?

3 A. No.

4 Q. And did Sonya ever communicate any  
5 concerns with emails that Brian had sent to her  
6 to --

7 A. No. Sorry. I didn't mean to --

8 Q. No. That's okay.

9 A. Are you -- are you finished with the  
10 question?

11 Q. Yes.

12 A. Okay. No, she hadn't. She -- she had  
13 communicated with me that she very much had an  
14 open-door policy and that a lot of flight  
15 attendants regularly reached out to her, including  
16 on her personal cell phone.

17 Q. Okay. Okay. Did -- did Sonya ever tell  
18 you who she was communicating with on her cell  
19 phone from the union?

20 A. From the what?

21 Q. Well, let me ask the question again. Did  
22 -- did Sonya ever indicate to you who she  
23 communicated with on her cell phone about anything  
24 union related?

25 A. Not -- no, not specific to union related.

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1 address, right?

2 A. Yes.

3 Q. Okay. Now, did you ever email Sonya at  
4 her Gmail address?

5 A. No, I don't think I ever even had her  
6 personal email address.

7 Q. Okay. And does it surprise you that Brian  
8 has her personal email address?

9 A. No. Because, as I stated earlier, Brian  
10 at that time had -- was a, I think, 30-plus-year  
11 employee who had relationships with many other  
12 Southwest Airlines employees in inflight and other  
13 departments, both flight attendants and universal  
14 management. And Sonya had been a flight attendant.  
15 And I believe she had been a flight attendant in  
16 Phoenix where Brian was based before she moved into  
17 her leadership role.

18 Q. Do you know when Sonya was a flight  
19 attendant in Phoenix?

20 A. I -- I don't know.

21 Q. Okay. Do you know how long Sonya has been  
22 with the company?

23 A. No. I just know she started as a flight  
24 attendant with Southwest.

25 Q. Okay. Now, did Sonya ever communicate any

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1 Q. Okay. Did she ever communicate with you  
2 about who was contacting her on her cell phone?

3 A. I know of one other senior flight  
4 attendant that -- that had reached out to her. And  
5 I think she had directed him to the union. And I  
6 know that he regularly communicated with her.

7 Q. Okay. And who was that?

8 A. That was Carlos Vialla (phonetic). I may  
9 not be pronouncing his last name correctly.

10 Q. Okay. And how did you know that?

11 A. She told me. I think she asked me if he  
12 had reached out to us.

13 Q. Okay. And who is Carlos Vialla?

14 A. A flight attendant.

15 Q. Okay. Was Carlos a union member?

16 A. Yes.

17 Q. Okay. Did he hold any offices with the  
18 union?

19 A. Not to my knowledge.

20 Q. Okay. All right.

21 A. He's just the only one I can think  
22 specifically think of that -- that I know  
23 communicated directly with her -- like,  
24 specifically. But I do know many, many flight  
25 attendants did.



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1 Q. Okay. Now, was -- to your knowledge, was  
2 Brian Talburt ever disciplined before this  
3 discipline in October of 2014?

4 **A. Not that I am aware of --**

5 Q. Okay.

6 **A. -- recall.**

7 Q. All right.

8 **A. Brian moved to Southwest, though, a lot**  
9 **longer than my union involvement goes back,**  
10 **so --**

11 Q. Okay. All right. Well, while you --  
12 while you were union president, do you know if  
13 Brian Talburt was called in for any matters?

14 **A. Not that I remember.**

15 Q. Okay. All right. Also, do you know who  
16 Brian Siebenlist is?

17 **A. I --**

18 Q. I am sorry. Do you know who Matthew  
19 Siebenlist is?

20 **A. Yes.**

21 Q. And who is that?

22 **A. He's a flight attendant.**

23 Q. Okay. Is -- is Matthew Siebenlist in  
24 management?

25 **A. He -- he held a -- I don't know -- I don't**

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1 **think so, but I know he was on a Southwest Airlines**  
2 **committee. And I think, at some point, he held a**  
3 **full-time position doing work for Southwest**  
4 **Airlines, but I don't believe it was -- I don't**  
5 **believe he was technically in management.**

6 Q. Okay. Did he hold any union positions?

7 **A. Not to my knowledge.**

8 Q. Okay. And let's see. If I could mark  
9 Document 33 as Exhibit 15.

10 (Exhibit 15 marked.)

11 MR. GREENFIELD: I am sorry, Matthew,  
12 can you repeat that number? I didn't hear it.

13 MR. GILLIAM: Yeah. Document 33  
14 marked as --

15 MR. GREENFIELD: Thank you.

16 MR. GILLIAM: -- Exhibit 15.

17 MR. GREENFIELD: Thank you.

18 **A. Okay.**

19 Q. (By Mr. Gilliam) Do you recognize this?

20 **A. Yes.**

21 Q. And what is it?

22 **A. It is -- it is an email Brian sent me with**  
23 **a forward of some emails, as well as Facebook posts**  
24 **from 2013.**

25 Q. Okay. And in his email that he sends you,

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1 he says that, I, along with Mike and Sonya, had a  
2 meeting last summer with VdV to discuss social  
3 media as a tool together with management and FAS to  
4 deliver and reinforce messages.

5 Do you know who VdV is?

6 **A. No, I don't.**

7 Q. Okay. Do you know if that could be Mike  
8 Van de Ven?

9 **A. I have no idea.**

10 Q. Okay. Do you know if Brian was having any  
11 meetings with Mike Van de Ven about social media?

12 **A. I -- I don't -- I don't know.**

13 Q. As union president, would you have been  
14 familiar with that, if -- if he was?

15 **A. Well, the time frame that I believe he's**  
16 **referencing, I don't think I was in office. Based**  
17 **off of what the email thread is talking about and**  
18 **that project, that project started before I was in**  
19 **office.**

20 Q. Okay. He says he had a meeting with them  
21 last summer, and that was in October of 2014. You  
22 were union president in the summer of 2014,  
23 correct?

24 **A. I became the president then, yes.**

25 Q. Okay. And you -- you were president in

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1 the summer of 2013, weren't you?

2 **A. Yes. I am sorry. That's what I thought**  
3 **you meant, yes.**

4 Q. Oh, okay. And if Brian Talburt, I -- I  
5 guess, was having meetings about using social media  
6 as a tool with Mike Van de Ven, would you have been  
7 informed of that?

8 **A. I -- I -- I would have hoped so, but**  
9 **again, flight attendants had conversations with**  
10 **members of management that I was not aware of on a**  
11 **regular basis.**

12 Q. Okay. Okay. Now, am I -- am I correct  
13 that it's your testimony that social media  
14 violations declined after March of 2015?

15 **A. For a while, yes.**

16 Q. Okay. Did they increase again?

17 **A. They appeared to be on the rise at the --**  
18 **later on towards the end of my term.**

19 Q. Okay. And when were they on the rise  
20 again?

21 **A. I don't know specifically. I know right**  
22 **before I left office, we, I think, saw the first,**  
23 **you know -- or more than one 30-day suspension. So**  
24 **that would have been spring 2018. And I feel like**  
25 **we had gone a long period of time without seeing --**

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1 without seeing any.  
2 Q. Do you know if it's possible that social  
3 media violations were on the rise in 2016?  
4 A. They could have been. I -- I -- I don't  
5 recall. I just -- I know that there was -- it  
6 seemed like there was a decrease and a break after  
7 this branch in 2015. After those were resolved, it  
8 seemed like there were less violations being  
9 issued. And then it felt like they started back  
10 up.  
11 Q. Okay. All right. If -- if I could  
12 reference you to -- refer you to Document 9, mark  
13 that as Exhibit 16.  
14 (Exhibit 16 marked.)  
15 A. Okay.  
16 Q. (By Mr. Gilliam) Do you recognize these?  
17 A. Yes.  
18 Q. And what are they?  
19 A. They are both read-before-flies that  
20 Southwest Airlines issued to our work group.  
21 Q. Okay. And, I guess, focusing on the first  
22 page, the October 12th, 2016 read-before-fly, does  
23 that refresh your recollection in any way as to  
24 when social media violations were on the rise  
25 again?

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1 A. No. But we were in the middle of the  
2 rollout of the second tentative agreement during  
3 October 2016.  
4 Q. Okay. And what does that mean as far as  
5 being in the rollout of the second tentative  
6 agreement?  
7 A. The tentative agreement details had been  
8 released to the membership at this point. And I  
9 can't recall if voting had started yet, but it was  
10 around the time frame that flight attendants would  
11 be voting on the tentative agreement --  
12 Q. And --  
13 A. -- of the contract.  
14 Q. I am sorry. And what significance did the  
15 rollout of the second tentative agreement have with  
16 respect to when this read-before-fly policy was  
17 issued?  
18 A. Well, I -- I think that Southwest Airlines  
19 had seen an increase in social media activity  
20 around the last couple of union-related events,  
21 whether it was the election in '15 or the rollout  
22 of the first tentative agreement in 2015. There  
23 tended to be more chatter online and people talking  
24 about work when there was a contract vote going on.  
25 Q. Okay. Was there an increase in -- in

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1 chatter when the recall petition was filed?  
2 A. I think so.  
3 Q. And do you know if that resulted in more  
4 social media violations being reported?  
5 A. I think some -- some of them were, but I  
6 don't recall the dates.  
7 Q. Okay. And did anyone with Southwest  
8 consult you before this 2016 read-before-fly was  
9 issued?  
10 A. I think -- I think Naomi told me that they  
11 were going to be putting out a reminder about the  
12 policy. I think she told me they were -- they were  
13 going to be putting it out, just like they normally  
14 communicated to us. I think, at one point -- yeah,  
15 I think there is -- yeah, I think she -- she told  
16 me they were going to put something out. I don't  
17 remember the term.  
18 Q. Okay. And did you express any of your  
19 former concerns about social media violations with  
20 Naomi or Sonya?  
21 A. At this time?  
22 Q. Yes. In October of 2016 or --  
23 A. No. I don't think it's on the contract.  
24 Q. Okay. And after that, did you have  
25 communications with Naomi and Sonya about, I guess,

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1 the enforcement of the social media policies?  
2 A. No, not that I can recall.  
3 Q. Okay. And turning to the second page of  
4 the February 22nd, 2017 read-before-fly, had you  
5 communicated with -- with anyone in Southwest  
6 management about that read fly -- read-before-fly  
7 being issued before it was issued?  
8 A. No. I don't recall knowing that this one  
9 was -- at the time.  
10 Q. Okay. All right. Switching gears a  
11 little bit. Now, you attended the January 2017  
12 women's march; is that correct?  
13 A. Yes.  
14 Q. Okay. And did you help organize that  
15 event?  
16 A. I wasn't -- I -- I assisted, yes.  
17 Q. Okay. And how did you assist with the  
18 organization of that event?  
19 A. I assisted the chairperson of the  
20 committee; that's how I found out even about  
21 anything related to the event. And she came to me  
22 and told me that there were a group -- there were  
23 flight attendants throughout the system reaching  
24 out -- had reached out to her asking her if the  
25 committee -- you know, wanting to know how they

1 could get more involved; wanting to know if there  
2 were any events coming up.

3 She said that there were some flight  
4 attendants that were talking about wanting to go to  
5 the -- the march in DC and asked me if I thought  
6 that could be -- just that -- could be a union  
7 event.

8 Q. Okay. And did you say you thought it  
9 could be a union event?

10 A. No. I actually told her that the women's  
11 march itself wasn't something that I believed would  
12 fall under general, you know, union business or  
13 even the committee. But I encouraged her to reach  
14 out to the chairperson of the TWU International  
15 women's committee and see if there was work that  
16 could be done through the committee; that, earlier  
17 that week, if flight attendants wanted to volunteer  
18 their time and actually do some official committee  
19 work.

20 And then if they chose to stay over  
21 and go to the march on their own time -- because I  
22 believe it was a Saturday -- that she could look at  
23 doing that; or that was my opinion. If she had the  
24 money in her budget, her committee budget, to pay  
25 for any of the -- the travel expenses for the

1 actual meeting.

2 Q. Okay. And did you also decide to attend  
3 the women's march?

4 A. Yes, part of it.

5 Q. Okay. How many days was the women's  
6 march?

7 A. I believe -- I believe the march was just  
8 one day.

9 Q. Was just one day?

10 A. The march -- the women's march in DC?

11 Q. Yes.

12 A. Yes. I believe it was just one day.

13 Q. Okay. Now, were you there for related  
14 events for several days?

15 A. Yes.

16 Q. Okay. And how many days were you in  
17 Washington, DC for the march?

18 A. I was only in DC for the march for half a  
19 day. I was in DC for other events not related to  
20 the march for a couple of days.

21 Q. Okay. What were the other events you were  
22 in DC for?

23 A. A meeting at TWU national headquarters  
24 that was chaired by our local committee  
25 chairperson, as well as facilitated by the TWU

1 International chairperson. And we had other  
2 speakers that attended that meeting: Liz Shuler  
3 from the AFL-CIO; that took place, I believe, the  
4 day before the march.

5 Q. Okay. And let's see. If I could turn  
6 your attention to Document 25 and mark that as  
7 Exhibit 17.

8 MR. GREENFIELD: Matthew, is there a  
9 25-A and B?

10 MR. GILLIAM: I sent them in two  
11 pieces, yeah. It's all one exhibit, but I broke  
12 them up because of the file size.

13 MR. GREENFIELD: Thank you, sir.

14 A. Okay.

15 (Exhibit 17 marked.)

16 Q. (By Mr. Gilliam) Now, do you recognize  
17 these?

18 A. I recognize some of them. I recognize the  
19 first page. There are other posts and photos in  
20 here I do not recognize.

21 Q. Okay. Well, starting with the first page,  
22 do you know who Elizabeth Alexander is?

23 A. The first page?

24 Q. Yeah. Let's see; did I send them to you  
25 in a different order?

1 A. At the very bottom of the first page?

2 Q. I'm sorry, I think I sent them -- I am  
3 looking at them in a different order. Okay.  
4 Starting with the first page, you do recognize  
5 this?

6 A. If we're looking at the same thing and  
7 it's a post by TWU Local 556 dated February 6th?

8 Q. Yes.

9 A. Yes.

10 Q. Okay. And where was this picture taken?

11 A. That was taken at the TW -- TWU  
12 International offices in Washington, DC.

13 Q. Okay. And who is pictured here in this  
14 photo?

15 A. Pictured here are the flight attendants,  
16 the TWU 556 members, that attended the meeting.

17 Q. Okay.

18 A. Again, I -- I am not finished. I am  
19 sorry.

20 Q. Oh, I am sorry. I need to --

21 A. Also, is the -- the TWU International  
22 chair of the international working women's  
23 committee meeting, and that was Gwen York.

24 MR. CORRELL: Why don't we take a  
25 break, Ms. Stone; is that okay?

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1 THE WITNESS: Yes. Thank you.  
2 MR. GILLIAM: Let's take a break.  
3 THE VIDEOGRAPHER: We are off record  
4 at 5:06 p.m.  
5 (Recess taken.)  
6 THE VIDEOGRAPHER: We are back on  
7 record at 5:24 p.m.  
8 Q. (By Mr. Gilliam) Okay. Ms. Stone, I know  
9 we were talking about a different subject when we  
10 left off. I would like to shift, if I could, to  
11 Document 20, which I think we made Exhibit 1. And  
12 my questions -- my first question involves just a  
13 couple of pages.  
14 MR. GILLESPIE: Can you repeat that  
15 document number, please?  
16 MR. GILLIAM: 20.  
17 MR. GILLESPIE: Okay.  
18 **A. Okay.**  
19 Q. (By Mr. Gilliam) Do you recognize this?  
20 **A. Yes.**  
21 Q. And what is it?  
22 **A. It is the response that Mr. Gillespie**  
23 **submitted, response to the personal Subpoena I was**  
24 **served.**  
25 Q. Okay. And starting at the bottom of Page

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1 2 and continuing on to Page 3, it -- it reads, to  
2 the extent the requests seek information and  
3 documents from Ms. Stone in her union capacity as  
4 opposed to her individual capacity, such requests  
5 seek core union communications between union  
6 members and their union representative regarding  
7 their personal union grievances and work-related  
8 questions.  
9 Did -- did you have, I guess, union  
10 documents and information that were responsive to  
11 each of these requests for production?  
12 **A. No.**  
13 Q. Okay. So you -- you have no union  
14 information at all that's in -- in your -- that you  
15 have?  
16 **A. Can you repeat the question?**  
17 Q. Yeah. So, I guess, my question is: Do  
18 you -- did you turn over information to the union  
19 that would have otherwise been response --  
20 responsive to these requests for production?  
21 **A. No. We -- any union documents that I had**  
22 **from my -- my position were items that the union**  
23 **has records of. I didn't maintain personal records**  
24 **of documents from my union capacity.**  
25 Q. Okay. Did you have any union documents on

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1 your personal computer?  
2 **A. No, not that the union didn't already**  
3 **have.**  
4 Q. Okay. So you had some, but the union  
5 already had them?  
6 **A. I don't have anything. I don't have my**  
7 **own records of stuff.**  
8 Q. Okay. Did you have any information that  
9 related to your work with the union that's on your  
10 personal Hotmail account?  
11 **A. No, I don't believe so.**  
12 Q. Okay. And did -- did you have any  
13 information related to the union on your cell  
14 phone?  
15 **A. Not that I am aware of.**  
16 Q. Okay. And -- okay. And then another  
17 question. The very last two pages that are  
18 attached to this document, have you review those.  
19 **A. Okay.**  
20 Q. And is that a text -- or what is that?  
21 **A. It is a text message.**  
22 Q. Okay. And who is it a text message to?  
23 **A. It's a text message to me.**  
24 Q. Okay. And who is it from?  
25 **A. Courtney Davis.**

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1 Q. Okay. And who is Courtney Davis?  
2 **A. A flight attendant.**  
3 Q. Okay. Is she -- does -- does Courtney  
4 Davis -- or let me ask it this way: Has Courtney  
5 Davis ever hold -- held any position with the  
6 union?  
7 **A. I think so.**  
8 Q. And what positions has Courtney Davis held  
9 with the union?  
10 **A. I believe -- I believe she's a shop**  
11 **steward. And then she also -- I guess it would be**  
12 **defined as a position. She served -- she was one**  
13 **of the flight attendants who answered questions for**  
14 **our members on the official TWU 556 Facebook group.**  
15 Q. Okay. And when did Courtney Davis send  
16 you this text message?  
17 **A. She sent it to me on December 15th of last**  
18 **year, 2019.**  
19 Q. Okay. And she says that, you said you had  
20 wanted this during girls' weekend and I never sent  
21 it.  
22 What did you tell her that you had  
23 wanted?  
24 **A. She had told me that Charlene Carter had**  
25 **had an abortion; and I did not know that. And she**



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1 was surprised because she said Charlene had openly  
2 posted about it on Facebook. I told her I, you  
3 know, don't really participate in Facebook and --  
4 and I was definitely not going and looking at  
5 Ms. Carter's Facebook page. And she said she would  
6 send me one of the posts. And that -- then months  
7 later, she sent this text message.

8 Q. Okay. And why did you want the post?

9 **A. I was surprised to find that out and I**  
10 **wanted to make sure that -- that other -- that --**  
11 **that the attorneys, you know, knew that, that were**  
12 **representing in the lawsuit.**

13 Q. Okay. And, now, you had, I guess,  
14 reported specific Facebook messages that Ms. Carter  
15 sent; is that correct?

16 **A. Yes.**

17 Q. And did you report those messages in 2017?

18 **A. Yes.**

19 Q. Okay. And were you reporting Ms. Carter  
20 for both Facebook messages and posts she made?

21 **A. No.**

22 Q. Okay. And what -- why did you -- I guess,  
23 what were you specifically reporting Ms. Carter  
24 for?

25 **A. I was specifically reporting Ms. Carter**

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1 acknowledging receipt of my complaint. And then  
2 the base manager where Ms. Carter was based, Ed  
3 Schneider, the Denver base manager, I think, is the  
4 next person that contacted me via phone regarding  
5 my complaint.

6 Q. Okay. Did Ms. -- did Dave Kissman ever  
7 communicate with you regarding any of the matters  
8 raised in your complaint?

9 **A. No.**

10 Q. Okay. Did Denise Gutierrez ever  
11 communicate with you regarding any of the matters  
12 raised in your complaint?

13 **A. Yes.**

14 Q. Okay. And why did Denise Gutierrez  
15 contact you?

16 MR. CORRELL: Objection. Calls for  
17 speculation.

18 Q. (By Mr. Gilliam) I will ask again. Do  
19 you know -- if you know, why did Denise Gutierrez  
20 contact you?

21 **A. She was -- she was on the second call that**  
22 **I had with Ed when she was there representing**  
23 **employee relations. She was on -- she was on the**  
24 **call with -- with Ed. And that's when she -- that**  
25 **was the contact I had with her.**

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1 **for two videos that she sent me that contained very**  
2 **disturbing graphic images of -- allegedly of a**  
3 **pregnancy that had been terminated and the -- the**  
4 **fetus.**

5 Q. Okay. And who did you report these videos  
6 to?

7 **A. I reported them to my inflight base**  
8 **manager.**

9 Q. Okay. Did you also report them to Naomi  
10 Hudson and Sonya Lacore?

11 **A. Yes. I CC'd them on my report.**

12 Q. Okay. And after you reported it to them,  
13 did Naomi contact you about your complaint?

14 **A. No.**

15 Q. Okay. You -- so after -- at no point  
16 after reporting Ms. Carter did you ever hear  
17 anything about your complaint from Naomi Hudson?

18 **A. Not to my recollection, no.**

19 Q. Okay. At any point after reporting  
20 Ms. Carter, did you hear from Sonya Lacore?

21 **A. No. Not after my complaint, no.**

22 Q. Okay. After you reported Ms. Carter to  
23 Suzanne Stephensen, who from Southwest management  
24 did you hear from?

25 **A. I believe Suzanne emailed me back**

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1 Q. Okay. Now, Ms. Carter had been sending  
2 you messages for a long time; is that correct?

3 **A. Yes.**

4 Q. Okay. Had you ever opened any of those  
5 messages you had received from Ms. Carter before?

6 **A. Some of them, yes.**

7 Q. Okay. And you didn't respond to any of  
8 those messages; is that correct?

9 **A. Yes.**

10 Q. Okay. And why did you not respond to any  
11 of Ms. Carter's prior messages?

12 **A. They were all ugly and hateful and were**  
13 **not asking me questions, the ones that I read; they**  
14 **were calling me names. And there was -- and they**  
15 **were also sent to my personal -- you know,**  
16 **Messenger. And I didn't feel like there was**  
17 **anything that would -- anything good that would**  
18 **come out of me responding to any of the vile**  
19 **messages she sent.**

20 Q. Were you reporting Ms. Carter, in part,  
21 because of all of the prior messages she had sent?

22 **A. No. Not at the moment I reported it, no.**

23 Q. Okay. And -- all right. Where were you  
24 when you had received these messages from  
25 Ms. Carter?

1 **A. Which ones?**  
2 Q. Where were you when you had received the  
3 videos of the aborted babies from Ms. Carter?  
4 **A. I was -- I was in the Denver airport**  
5 **waiting to board a flight.**  
6 Q. Okay. And were you on your way to a  
7 vacation?  
8 **A. No.**  
9 Q. Were you coming back from a vacation?  
10 **A. Yes.**  
11 Q. Okay. And is it correct you were on a ski  
12 trip?  
13 **A. Yes.**  
14 Q. Okay. And were you on that trip with any  
15 flight attendants?  
16 **A. Yes.**  
17 Q. Okay. Which flight attendants were with  
18 you on that trip?  
19 **A. Shelby Pierce. And I think she was the**  
20 **only one.**  
21 Q. Okay. Was anyone from Southwest  
22 management on that trip with you?  
23 **A. No.**  
24 Q. Okay. All right. Now, when you reported  
25 Ms. Carter, did you report her for any particular

1 policy violations?  
2 **A. I, in my report, cited what I believed it**  
3 **was a violation of, yes.**  
4 Q. Okay. Let's see. How much --  
5 MR. GILLIAM: Can we go off record  
6 real quick?  
7 THE VIDEOGRAPHER: We're off record at  
8 5:50 -- 5:44 p.m.  
9 (Recess taken.)  
10 THE VIDEOGRAPHER: We are back on  
11 record at 5:58 p.m.  
12 Q. (By Mr. Gilliam) Okay. Ms. Stone, just a  
13 few more questions before I wrap up. So have you  
14 -- or I am sorry. Did you ever report Jeanna  
15 Jackson for a social media policy violation?  
16 **A. I think so, towards the end of my term.**  
17 Q. Okay. And did you ever report Holly  
18 Imamovic for a -- any disciplinary violation?  
19 **A. No.**  
20 Q. Okay. Did you ever report any other  
21 flight attendant for a disciplinary violation?  
22 **A. I don't believe so.**  
23 Q. Okay. And what did you report Jeanna  
24 Jackson for?  
25 **A. She had made some posts of -- about**

1 **contract celebration -- contract-signing**  
2 **celebration that the union hosted. And in there,**  
3 **she and some other flight attendants had posted**  
4 **photos and -- I am sorry, I don't think that's --**  
5 **that's not what I -- that's not what I reported. I**  
6 **don't -- I don't remember. I don't remember the**  
7 **specifics.**  
8 Q. Okay. Do you know if any other executive  
9 board member reported a flight attendant for a --  
10 any disciplinary violation?  
11 **A. Yes.**  
12 Q. Okay. And what other executive board  
13 members reported a flight attendant for  
14 disciplinary violation?  
15 **A. Cuyler Thompson. And I believe Sam**  
16 **Wilkins --**  
17 Q. Okay.  
18 **A. -- did as well.**  
19 Q. And who did Cuyler Thompson report?  
20 **A. I think it was Mike Casper.**  
21 Q. Okay. And who did Sam Wilkins report?  
22 **A. I think it was Jeanna Jackson and another**  
23 **flight attendant by the name of Diane -- I am**  
24 **blanking on her last name. There is a couple of**  
25 **different flight attendants whose first name is**

1 **Diane and whose last name, I think, start -- starts**  
2 **with an S. But I believe the flight attendant's**  
3 **name is Diane.**  
4 Q. Could it have been Diane Cavanaugh?  
5 **A. I don't -- no, I don't believe so.**  
6 Q. Okay. Do you know if any other executive  
7 board member has reported a flight attendant for a  
8 disciplinary violation?  
9 **A. I don't know of others. I don't know.**  
10 Q. Okay. Do you know what Sam Wilkins  
11 reported Jeanna Jackson for?  
12 **A. I think it was -- I think it was the**  
13 **thread about the contract party and some of the --**  
14 **the comments made on that. One that was a very**  
15 **unflattering photo of a woman who had on a tank top**  
16 **with writing on it. And there was a reference made**  
17 **using Sam's initials that it was her leaving the**  
18 **party. And it was a very ugly phrase on the T --**  
19 **on the tank top.**  
20 Q. Okay.  
21 MR. GILLIAM: I think that's it, so  
22 I'll -- with that, I will pass the witness.  
23 EXAMINATION  
24 BY MR. CORRELL:  
25 Q. Ms. Stone, thank you for bearing with us.

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1 My name is Michael Correll and I am an attorney  
2 representing Southwest Airlines in this case. I  
3 know you are very tired. We have to go through a  
4 couple of more topics, but as we go, if you need a  
5 break, let me know. Also, as you can probably  
6 expect, we're going to talk about some things that  
7 are very emotional. So if you need to take your  
8 time, please don't feel rushed. I understand that  
9 some of these discussions are challenging.

10 At the beginning of the day today, you  
11 gave us some information about your background, but  
12 we -- there were a couple of parts I wanted to fill  
13 in. When did you end your term as president of  
14 556?

15 **A. My last day as president was April 30th,**  
16 **2018.**

17 Q. Since that time, have you returned to the  
18 line?

19 **A. Yes.**

20 Q. So have you worked flights for Southwest  
21 as a flight attendant since leaving the union --  
22 excuse me -- leaving the union president job?

23 **A. Yes.**

24 Q. And earlier today, you talked a bit about  
25 some of the social media activity that was going on

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1 tentative agreement failed in 2015, it became even  
2 uglier. And that's when some of the posts started  
3 becoming more violent. Aggressive discussions were  
4 taking place regarding the fact that I should never  
5 return to the line as a flight attendant. Because  
6 if I did, there were going to be thousands of  
7 flight attendants lined up to hurt me and that I  
8 was going to need to travel with a bodyguard  
9 because of what people were going to do to me.

10 There were some posts that were very  
11 specific and graphic to that, on how they were  
12 going to do it. There were also some posts made  
13 divulging the address of the duplex that the union  
14 rented as corporate housing for us in lieu of  
15 hotels; that address was published and people were  
16 encouraged to do a drive-by or stop and have me  
17 give them a tour.

18 And because of the nature of some of  
19 the posts, we had to take additional safety  
20 precautions; both at the union office, as well as  
21 those of us that were coming to and from the  
22 duplex. We were on very, very high alert.

23 Q. After you've had all of these experiences  
24 -- or as you had all of these experiences, other  
25 than taking additional safety precautions, what

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1 during your tenure as president of the union; do  
2 you recall that testimony?

3 **A. Yes.**

4 Q. Were you ever the subject of personal  
5 attacks through social media during your time as  
6 the union president?

7 **A. Yes.**

8 Q. Can you tell us a little bit about your  
9 experience in that area?

10 **A. It -- it started at the -- there was some**  
11 **at the beginning when I assumed office under the**  
12 **circumstances which my presidency happened. There**  
13 **-- but it was -- you know, I was the unelected**  
14 **president, you know. It was -- it was stuff more**  
15 **in that vein.**

16 **And then during the election in 2015,**  
17 **it got nastier. Things that were more personal,**  
18 **that had nothing to do with my leadership, started**  
19 **becoming the object of discussion. Including, you**  
20 **know, my weight, my appearance; the fact that I was**  
21 **not married, there -- then I must be a**  
22 **home-wrecker. The fact that I don't have children,**  
23 **that I didn't care about moms in our membership or**  
24 **kids.**

25 **And then after the -- after the first**

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1 other steps, if any, did you take to address these  
2 posts that were out there saying these things?

3 **A. I filed a police report in Dallas.**

4 Q. And did anything come of that police  
5 report, as far as you know?

6 **A. No. They said that a flight attendant**  
7 **would actually have to come on property with a**  
8 **weapon and -- and threaten me with it, basically,**  
9 **before they could take additional action.**

10 Q. And what is the time frame we're talking  
11 about here? Because I believe you mentioned that  
12 this got worse around the failure of the first TA.

13 **A. That was -- that was July 2015.**

14 Q. And when you received these messages, the  
15 more aggressive messages that you have described  
16 around the failure of the TA, did you report those  
17 individuals to the company?

18 **A. No.**

19 Q. Why not?

20 **A. By the time I heard about them, it was --**  
21 **it was -- people had told me it had already been**  
22 **reported to Southwest; that it was already under**  
23 **investigation. They weren't messages sent to me**  
24 **directly. They were messages that had been posted**  
25 **or leaked from Facebook groups. They didn't --**

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1 they didn't come to me.

2 Q. Did you think it was wrong that those  
3 posts had been reported to the company?

4 A. No.

5 Q. Why not?

6 A. Because I had an entire office staff of  
7 flight attendants, many of whom were afraid to come  
8 to work because some of the posts had been very  
9 general against 556. And it was also my workplace.  
10 I had a team member that was afraid to go on the  
11 road to do ratification meetings because he was  
12 afraid of being hit by a stray bullet meant for me.  
13 And I don't think anyone should ever have to be  
14 afraid to go to work.

15 Q. If those Facebook posts and other messages  
16 you have described had not been reported by other  
17 employees, do you believe you would have reported  
18 them to the company?

19 A. I don't know. I -- I think so, looking  
20 back now on everything that I went through.

21 Q. Earlier today, you were also asked some  
22 questions about opting out; do you remember  
23 testifying about that earlier today?

24 A. Yes.

25 Q. And I believe you testified that the

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1 that would come and it was never to just ask  
2 questions, it was always to be combative; to try to  
3 make whoever was there look bad; sometimes to raise  
4 a ruckus in the membership meetings. So with some  
5 of the names, I thought, oh, well, membership  
6 meetings will be easier without that person being  
7 able to attend.

8 Q. Did it upset you to learn that someone  
9 opted out of the union, generally?

10 A. No.

11 Q. Did you ever make an effort to go out of  
12 your way to punish people for opting out of the  
13 union?

14 A. No. Never.

15 Q. Did you consider them to be your  
16 adversaries?

17 A. No. There were people that opted out of  
18 the union that I never even met or dealt with. And  
19 there were also flight attendants that opted out of  
20 the union that I advocated for down the road in  
21 grievance-related matters.

22 Q. On that last point, you previously  
23 testified that you met with Mike Hafner and secured  
24 several settlements, correct?

25 A. Yes.

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1 number peaked somewhere around 90 during your  
2 tenure; does that sound right?

3 A. Yes.

4 Q. How many flight attendants worked at  
5 Southwest Airlines during your tenure?

6 A. When I left office, I believe we were at  
7 16,000 and counting.

8 Q. So is it fair to say that the number of  
9 opt-outs is a pretty small percentage of the  
10 overall union --

11 A. Yes --

12 Q. -- core group?

13 A. Yes, it wasn't even one percent.

14 Q. When you experienced the increase in  
15 opt-outs -- and I believe you said five to this --  
16 this 90 figure -- what was your personal response,  
17 if any?

18 A. Personal response, what do you -- what do  
19 you mean?

20 Q. How did you react?

21 A. Probably, I -- I didn't react.  
22 Internally, some of the people that opted out, it  
23 meant that they couldn't come to membership  
24 meeting. And, personally, that gave me a sense of  
25 relief because they were names of flight attendants

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1 Q. And most of those were related to social  
2 media, right?

3 A. The particular ones that I was speaking to  
4 with regards to meeting with Mike Hafner, they were  
5 all social media violations.

6 Q. And one of the people that you secured a  
7 better outcome for, if you will, was Mary Ellen  
8 Matter, correct?

9 A. Yes.

10 Q. And she was a objector?

11 A. Yes.

12 Q. And --

13 A. At that time, yes.

14 Q. And another person you secured -- secured  
15 a better outcome for under the social media policy  
16 was Mich- -- Michelle Foley?

17 A. Yes.

18 Q. And she was an objector?

19 A. Yes.

20 Q. And another person that you received a  
21 more favorable outcome for was Holly Imamovic,  
22 correct?

23 A. Yes.

24 Q. And she was a union objector?

25 A. I don't -- I don't -- I don't believe she



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1 was an objector at that time.  
2 Q. Are there any other times you recall  
3 successfully getting discipline reduced for a union  
4 objector?  
5 A. That I was directly involved in or the  
6 union?  
7 Q. Let's take them in pieces. First, that  
8 you were directly involved in.  
9 A. Right now, I can't think of any others off  
10 the top of my head that I was personally, you know,  
11 involved in.  
12 Q. Were you aware of the union working to get  
13 better outcomes for objectors during your tenure as  
14 president?  
15 A. Yes.  
16 Q. Did you ever do anything to discourage  
17 union representatives from trying to get better  
18 outcomes for objectors?  
19 A. No.  
20 Q. And earlier today, you also testified a  
21 bit about a trip to DC in January of 2017 that also  
22 involved you going to the women's march; do you  
23 remember that testimony?  
24 A. Yes.  
25 Q. And I believe you testified that prior to

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1 the march, there was a women's committee meeting;  
2 is that right?  
3 A. Yes.  
4 Q. What was the purpose of that women's  
5 committee meeting that you attended?  
6 A. Prior to that point, our women's committee  
7 within Local 556 just -- there -- there wasn't a  
8 lot of activity. There hadn't been a lot of  
9 interest. At one point, we took applications for  
10 the chairperson position and no one even applied.  
11 So it was -- it was really the -- the first time  
12 our local had had any kind of real interest from  
13 females or males wanting to be a part of work  
14 through that committee.  
15 So it was kind of a kickoff and --  
16 because it was a committee that had been long  
17 established within TWU International. And the  
18 chairperson of that committee was, at that time,  
19 still a 556 member, who has passed away, but it was  
20 a cause near and dear to her heart, so she was more  
21 than happy to help facilitate, help host, help  
22 organize it. So the purpose was to bring 556  
23 members in from around the nation who had, on their  
24 own, reached out to our -- the chairperson saying,  
25 hey, I -- I am interested. I want to get involved.

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1 So the purpose was to -- to introduce  
2 them; to try to foster that; to help actually talk  
3 about where the committee could go in the future.  
4 It resulted even in a name change of the committee  
5 came out of that meeting. As I mentioned earlier,  
6 Liz Schuler was very high up within AFL-CIO; came  
7 and spoke about her leadership career.  
8 We volunteered to do work with Working  
9 America, a group based out of DC that helps  
10 employees that aren't represented by a bargaining  
11 unit. It helps -- but it's -- they help them lobby  
12 and -- and advocate for better, you know,  
13 conditions and rights at work. Those are -- those  
14 are some of the things that the meeting --  
15 Q. Was the women's committee meeting itself  
16 about abortion?  
17 A. No, not at all.  
18 Q. Was it even discussed in your involvement  
19 with the women's committee meeting?  
20 A. It was never discussed.  
21 Q. How was the trip to DC for the women's  
22 committee meeting funded?  
23 A. Southwest Airlines provided the free  
24 travel for -- for flight attendants. All of the  
25 other flight attendants volunteered their time for

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1 the meeting. I was a salary position, so it was --  
2 it was a flat rate, but I -- I believe I was the  
3 only one that was -- that -- well, technically,  
4 being paid besides Gwen York, our international  
5 committee chairperson, who was on full-time staff  
6 with International at that time.  
7 And then the -- the hotel and Airbnb  
8 cost were paid for out of the working women's  
9 committee budget, as well as one meal the day of --  
10 the day of the -- the committee meeting.  
11 Q. When you say Southwest provided free  
12 travel, what do you mean by that?  
13 A. We have -- we have an agreement that we  
14 can submit travel for any official human business.  
15 The way that that's done has changed over time  
16 during my union career, but it -- it's -- it's,  
17 basically, a submission for travel on Southwest  
18 Airlines. And instead of it being nonrevenue with  
19 space available, it is -- it's usually what is  
20 considered positive space. So had to be a seat  
21 available for sale to reserve it, but it was --  
22 that's -- that's what I mean by -- by travel.  
23 Q. And when you say you had an agreement with  
24 the company, is this part of the collective  
25 bargaining between 556 and the company?

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1 A. Yes.

2 Q. So if Southwest had said, no, you can't  
3 have tickets to go to this meeting, would that be  
4 something the union could have grieved?

5 A. I believe so. If -- you know, because we  
6 even had -- we had a process even internally. It  
7 wasn't something that any member could just email  
8 this department at Southwest and request union  
9 travel. Like, we had an internal process where it  
10 went through us first to ensure that it was, you  
11 know, official union travel before it was then sent  
12 to Southwest Airlines.

13 Q. And in this instance, when the union  
14 reached out to get this travel authorization, was  
15 it required to explain what the union business was;  
16 or do you just reach out and say, we need X number  
17 of seats for union business?

18 A. There was -- there is a -- at least under  
19 the system then -- and please know I'm not who  
20 actually submitted the travel, so I'm not saying it  
21 as somebody who -- who did it myself. But there  
22 was -- I believe it was like a line, you had to put  
23 in what the purpose was for. And there were times  
24 where Southwest could, you know, question if the  
25 purpose wasn't clear enough or if they believed it

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1 was vague or it -- they could ask for additional  
2 information so that they were ensuring that it was,  
3 you know, being used for the intended purpose.

4 Q. Is it fair to say that union business  
5 requests for travel were routinely granted?

6 A. Yes.

7 Q. So it would be unusual for the company to  
8 get involved in the details on most of those  
9 requests?

10 A. Yes, that would be very unusual.

11 Q. And you mentioned before that the other  
12 flight attendants volunteered the -- their time and  
13 you were on salary; did I hear that correctly?

14 A. Yes.

15 Q. So the -- the flight attendants who were  
16 volunteering their time for both the meeting and  
17 the subsequent march, were they paid anything, as  
18 far as you know?

19 A. No. And my time for the march itself was  
20 also volunteer because it took place on a Saturday.

21 Q. To your knowledge, did everyone who went  
22 to -- on this trip to go to the women's committee  
23 meeting actually go to the women's committee  
24 meeting?

25 A. Yes, they did.

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1 Q. Was it mandatory for folks who were coming  
2 out for this trip to attend that portion of the  
3 trip?

4 A. Yes. They all understood that the purpose  
5 of the trip to DC was -- was for the working  
6 women's committee meeting.

7 Q. What about the march; was attendance at  
8 the march mandatory?

9 A. No.

10 Q. Did anyone not stay for the march?

11 A. I think so. I think there were some  
12 flight attendants that -- that left by Friday  
13 evening.

14 Q. Having completed the women's --

15 A. I --

16 Q. Oh, please go ahead.

17 A. And there were also flight attendants that  
18 didn't stay for the entire march, myself included.  
19 I was only there for the first part of the day.

20 Q. When you say that -- and -- and -- with --  
21 about the march, was there actually, like, a march  
22 route that everyone walked the whole day or was  
23 this a stationary thing? Can you kind of give me a  
24 sense of what you mean when you say you stayed for  
25 part of it, but there was more to it?

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1 A. Well, we -- that morning, part of the  
2 volunteer work we did with Working America was that  
3 -- was that morning. So when we first met up the  
4 day of the march, we weren't marching. We were --  
5 we were passing out -- so we met with the Working  
6 America representatives. I think we got buttons  
7 from them, some T-shirts; some flight attendants  
8 were wearing that so we would be more easily  
9 identifiable. And we were talking to the men and  
10 women that were there for the march, explaining  
11 what Working America was and passing out the  
12 postcards.

13 And then I think there had initially  
14 -- the march itself, there had been routes planned,  
15 but there were so many people there and because we  
16 had been doing the Working America activity at the  
17 beginning of the morning, there -- there -- I  
18 didn't actually participate in the designated,  
19 like, route because there -- there were people  
20 everywhere. There were certain areas where you  
21 couldn't even -- you couldn't move. You couldn't  
22 walk; much less, you know, head down the street.

23 Q. Did the group that was with you, including  
24 you, at the march have a goal that they were trying  
25 to accomplish by attending the march?

1 **A. No. It was just to be there in support of**  
2 **equal rights and civil rights and to carry the**  
3 **enthusiasm from our members that week at the**  
4 **meeting, you know, about wanting to support each**  
5 **other and standing up for equality and what that**  
6 **looks like. It was -- it was -- you know, our goal**  
7 **was just to -- to be there in solidarity with some**  
8 **of the other union groups and leaders that were**  
9 **there.**

10 Q. Did you understand that you personally  
11 were there advocating for abortion in any way?

12 **A. No.**

13 Q. Did anybody else in the group from 556  
14 indicate to you that they were there to advocate  
15 for abortion?

16 **A. No. And one of our members that was there**  
17 **with us was visibly pregnant.**

18 Q. And you personally -- or do you consider  
19 yourself to be an advocate for abortion?

20 **A. No.**

21 Q. What -- what is your view with respect to  
22 abortion and reproductive rights?

23 **A. I am personally pro-life. I don't believe**  
24 **it's -- I don't believe that I could ever make a**  
25 **decision to terminate a pregnancy. However, I**

1 **don't believe I or anyone else has the right to**  
2 **make that decision for another woman. And -- and**  
3 **my career before Southwest Airlines shifted that**  
4 **for me. Because prior to that, I had been very**  
5 **black and white on pro-life as the only option.**

6 Q. What was your view before and what changed  
7 it?

8 **A. Before, I -- I felt like -- I felt like it**  
9 **was -- it was -- was taking a baby's life; and that**  
10 **that was wrong. That's how I was raised. That was**  
11 **my religious belief as well. And then I went to**  
12 **work for an outpatient child and adolescent mental**  
13 **health clinic.**

14 **And in that capacity, I worked with**  
15 **children and teenagers, as well as their parents.**  
16 **And during my time there, two of the clients I**  
17 **worked with, two of the children were the product**  
18 **of an incestual rape. And after working with them**  
19 **and their family, it shifted it and it was no**  
20 **longer a black-and-white issue for me because I**  
21 **didn't think anyone had the right to tell either of**  
22 **those women that they had to carry those**  
23 **pregnancies to term when it was a rape from a**  
24 **brother or an uncle or anyone else.**

25 Q. While you were at the march, did you see

1 any imagery around similar to the imagery that you  
2 received from Ms. Carter?

3 **A. No.**

4 Q. While you were at the march, did you see  
5 messages about abortion or against abortion?

6 **A. I -- I saw -- I think I saw a sign that,**  
7 **you know, Planned Parenthood is not involved. And**  
8 **some signs that, you know, a woman should have**  
9 **control over her body. It's a woman's choice; some**  
10 **things like that.**

11 Q. Based on your experience being physically  
12 at the march, were you under the impression once  
13 you got there that it was primarily about abortion?

14 **A. No.**

15 Q. Why not?

16 **A. Because there were -- not just our local,**  
17 **but there were other women there marching or**  
18 **participating who were pregnant. There were women**  
19 **who had their children there with them. There were**  
20 **men; there were fathers; there were people of -- of**  
21 **all gender, ages, from all walks of life. It -- it**  
22 **felt very much like what -- why we went, of**  
23 **celebrating everyone regardless of those visible**  
24 **physical differences.**

25 Q. One of the things we saw in some of the

1 pictures earlier were that a lot of people at the  
2 march were wearing pink hats. And I believe those  
3 hats were part of a campaign where they were called  
4 pussy hats; are you familiar with that?

5 **A. I am now, yes.**

6 Q. Well, you say you are now; what do you  
7 mean?

8 **A. Going into that week, I didn't know that**  
9 **that's a -- I had not heard of them; I had not seen**  
10 **them. And there were -- some of the flight**  
11 **attendants that were knitting them and -- and I saw**  
12 **pink. I had always associated pink with breast**  
13 **cancer awareness. And it's typically something,**  
14 **you know, girl -- a girl color. And then, you**  
15 **know, I was informed that it was -- you know, it**  
16 **was -- that -- and it looked like ears, because I**  
17 **saw a final version of one and that it was a**  
18 **pussycat with ears in them.**

19 Q. When -- when you put that hat on, did you  
20 understand it was supposed to look like --  
21 anatomically, like a vagina?

22 **A. No, I did not.**

23 Q. It -- did you ever come to find out that  
24 that was the purpose or was it supposed to look  
25 like cat ears, in your understanding?

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1 A. At the time, I -- I thought it was -- it  
2 was -- I thought it was -- it was cat ears for a  
3 pussycat. I found out later that it was meant to  
4 represent a vagina.  
5 Q. When you say later, was that during the  
6 march or after the march?  
7 A. No. It was after the march.  
8 Q. Ms. Stone, how well would you say you know  
9 Charlene Carter?  
10 A. I -- I don't know her.  
11 Q. So is it fair to say, as you sit here  
12 today, you don't know her well?  
13 A. That's correct, yes.  
14 Q. Is it -- is it fair to say you have never  
15 known her well?  
16 A. Yes.  
17 Q. Prior to her termination from Southwest  
18 Airlines in 2017, how many times would you say you  
19 had met her?  
20 A. I believe it was just once.  
21 Q. Is that the membership meeting that you  
22 testified to earlier?  
23 A. Yes.  
24 Q. Had you ever conversed with her over the  
25 telephone?

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1 A. No.  
2 Q. Had you ever exchanged emails with her?  
3 A. Not exchange. She had sent emails to  
4 either the board or a committee -- email  
5 distribution address that I was also on.  
6 Q. Did you ever receive emails from her that  
7 were directly addressed to you?  
8 A. No, not that I recall.  
9 Q. And you testified earlier today that, at  
10 some point, you received private messages through  
11 Facebook Messenger from Ms. Carter about abortion  
12 and your attendance at the women's march, right?  
13 A. Yes.  
14 Q. And you also testified earlier today that  
15 prior to receiving those messages, you'd received  
16 other private Facebook Messenger messages from  
17 Ms. Carter on other topics, right?  
18 A. Yes.  
19 Q. About how many messages would you say you  
20 received from Ms. Carter through Facebook  
21 Messenger?  
22 A. Probably at least 100.  
23 Q. Was -- was that unusual, in your  
24 experience, to get that many messages from a flight  
25 attendant through Facebook Messenger?

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1 A. Yes. I rarely had flight attendants  
2 utilize Facebook to communicate with me. And never  
3 repeatedly like that.  
4 Q. I am going to show you what will be marked  
5 as Exhibit 18 to your deposition.  
6 (Exhibit 18 marked.)  
7 MR. CORRELL: This will be the  
8 document, counsel, that I just circulated to  
9 everyone.  
10 Q. (By Mr. Correll) Ms. Stone, you should be  
11 able to get that from Mr. Gillespie. It is labeled  
12 as SWA000595692. And I'll just ask that you  
13 quickly skim through it to make yourself familiar.  
14 We're not going to linger on it because I know they  
15 are unpleasant to look at, but I do need you to be  
16 able to identify these documents. So if you could  
17 just look through briefly and let me know when you  
18 have had a chance to scroll through.  
19 MR. GILLESPIE: Court -- Court  
20 Reporter, are we on Exhibit 18 or Exhibit 19?  
21 THE REPORTER: I have Exhibit 18.  
22 MR. GILLESPIE: Okay.  
23 A. Do you want me to scroll through the whole  
24 thing?  
25 Q. (By Mr. Correll) Just briefly through

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1 because I am going to ask you to identify it for  
2 me, and so I would like to make sure that you're  
3 comfortable that you've seen it all the way  
4 through, but you don't need to read it. And once  
5 you are familiar with it, you can set it aside.  
6 And please take your time. I know this is  
7 difficult.  
8 Now, Ms. Stone, do you recognize those  
9 documents?  
10 A. Yes.  
11 Q. What are those documents?  
12 A. The messages Charlene Carter sent to me  
13 personally via Facebook Messenger.  
14 Q. And after reviewing them just now, do they  
15 look to be true and correct copies of the materials  
16 that you retrieved from your Facebook page?  
17 A. Yes, I think so.  
18 Q. At some point, you complained to Southwest  
19 Airlines about these messages, right?  
20 A. Yes, I did.  
21 Q. Did you provide copies of the messages  
22 that you've just reviewed to Southwest Airlines?  
23 A. Yes.  
24 Q. We're not going to watch the videos today;  
25 I'll put you at ease about that right now. But I



1 do need to ask you a couple of questions about  
2 them.

3 First of all, in the first couple of  
4 messages there, there are images that have a play  
5 symbol on them. Were those, in fact, videos that  
6 were sent to you?

7 **A. Yes.**

8 Q. Did you have to click play for them to  
9 start playing?

10 **A. I -- I think so, but when I opened my IM**  
11 **that day and opened -- however I opened my instant**  
12 **messenger that day, her message was at the top and**  
13 **it was the video and it started -- one of them**  
14 **started playing.**

15 Q. Did the videos contain any audio?

16 **A. Yes.**

17 Q. What do you recall about the audio from  
18 the videos that you received?

19 **A. That there was a voice in the background**  
20 **that said, look, it's still alive; it's moving.**  
21 **Something like that.**

22 Q. What impact did receiving these messages  
23 have on you when you opened up your Facebook  
24 Messenger in the Denver airport?

25 **A. I completely fell apart. I started**

1 **sobbing. I had to leave the gate area. And my**  
2 **flight had started boarding already. I had to**  
3 **leave the gate area and go to the women's restroom**  
4 **to try to compose myself. I was worried I wasn't**  
5 **going to be able to get on the flight because I was**  
6 **-- am still -- very recognizable by flight**  
7 **attendants. And I was afraid that if I boarded the**  
8 **flight and anybody saw me crying, that would be the**  
9 **next post on social media about me.**

10 **And so I called -- I called one of my**  
11 **best friends and told her I just -- I needed to**  
12 **hear a friendly voice. And that I needed her to**  
13 **talk to me about something, anything that wasn't**  
14 **Southwest; that I had a flight I needed to get on**  
15 **and I wasn't in an emotional state to be able to do**  
16 **it.**

17 Q. Did you interpret these messages in any  
18 way as Ms. Carter inviting you to a conversation?

19 **A. Absolutely not.**

20 Q. Why not?

21 **A. They were -- are you asking about the**  
22 **videos specifically or all of the messages?**

23 Q. I mean the videos specifically regarding  
24 abortion and the messages surrounding the videos  
25 regarding abortion.

1 **A. No, I did not believe that it was to start**  
2 **a conversation because they were so awful. One of**  
3 **the messages said that we had supported that when**  
4 **referenced murder.**

5 Q. Did you feel you were being accused of  
6 being a murderer?

7 **A. Yes.**

8 Q. And in one of those messages that you have  
9 just looked at, it concludes with the line, can't  
10 wait to see you back on line.

11 Do you recall reading that?

12 **A. Yes.**

13 Q. What did you interpret that to mean?

14 **A. I interpreted it as a threat that she or**  
15 **someone she was friendly with would be looking for**  
16 **me when I came back on line, especially because**  
17 **this was after flight attendants had talked about**  
18 **physically hurting me when I came back on line.**

19 Q. Did that portion of Ms. Carter's message  
20 encourage you to report what had happened to the  
21 company? And please take your time, Ms. Stone.

22 **A. Yes.**

23 Q. Ms. Stone, next, I am going to want to  
24 direct you to what has been previously circulated  
25 as Document 6-A.

1 MR. CORRELL: Mr. Gillespie, if you  
2 wouldn't mind taking it straight to the last page;  
3 that's the only page we will be looking at.  
4 Carter616 is the page number in the lower  
5 right-hand corner.

6 Q. (By Mr. Correll) Have you seen that  
7 message before?

8 **A. Yes.**

9 Q. What is that document; specifically, Page  
10 616?

11 **A. It's -- it's part of the messages that**  
12 **were sent in between or with the -- the videos; was**  
13 **part of that group.**

14 Q. And to the best of your ability, can you  
15 just briefly describe what the message depicts?

16 **A. The text or the photograph?**

17 Q. The photograph.

18 **A. Women's faces inside of a vagina.**

19 Q. Did you find this message offensive?

20 **A. Yes.**

21 Q. Did you find it harassing?

22 **A. Yes.**

23 Q. Why?

24 **A. Because she references us dressing up like**  
25 **that. And we didn't. And it was ugly. It is**

1 **ugly. And I didn't feel like anything I did ever,**  
2 **or at the meeting or march, was at all related to**  
3 **that image.**

4 Q. And Ms. Cart -- Ms. Stone, you can set  
5 aside the -- the iPad now. I will tell you: There  
6 is no more documents. I just have a few more  
7 questions, okay?

8 At any point, did Ms. Carter reach out  
9 to you to try to discuss any of these messages  
10 after you reported them to Southwest?

11 **A. No.**

12 Q. Did you subsequently ever discuss abortion  
13 with her?

14 **A. No.**

15 Q. Did you subsequently ever address --  
16 discuss Planned Parenthood with her?

17 **A. No.**

18 Q. Did you subsequently ever discuss the  
19 women's march with her?

20 **A. No.**

21 Q. Prior to receiving the abortion images,  
22 did you ever report Ms. Carter to Southwest for  
23 anything at all?

24 **A. No.**

25 Q. Did you report Ms. Carter because she was

1 to earlier?

2 **A. He -- he called -- there were two -- Ed**  
3 **made two -- I had two phone calls with Ed. And the**  
4 **first was just to set up the next call, which was**  
5 **the actual investigation call.**

6 Q. The -- the second one was the actual  
7 investigation call?

8 **A. Yes.**

9 Q. Going into that call with Mr. Schneider,  
10 did you have a union rep with you?

11 **A. I had not scheduled to have one in**  
12 **advance, going into the call. I should have. I --**  
13 **that's what I would have always advised a flight**  
14 **attendant, but it was my first time -- very**  
15 **different being on the other side. So when they**  
16 **asked me if I wanted a rep, I think I asked if I**  
17 **needed one because that's what we've always taught**  
18 **flight attendants to say going into any**  
19 **conversation with a member of Southwest Airlines**  
20 **leadership or management. And they said that I,**  
21 **you know, had the right to have one. And I was**  
22 **physically with another officer, so I asked --**  
23 **asked him if he could join me on the call.**

24 Q. Who was the officer who joined you on the  
25 call?

1 a union objector?

2 **A. No.**

3 Q. Did you report Ms. Carter because she was  
4 pro-life?

5 **A. No.**

6 Q. Did you report Ms. Carter because she  
7 purports to advance her views based on her  
8 Christian beliefs?

9 **A. No.**

10 Q. Rather than have you retell us everything  
11 you have already said, I just want to make sure we  
12 have covered a couple of points about what happened  
13 after you made your report. So you initially made  
14 your report to your base manager; is that correct?

15 **A. Yes. And as --**

16 Q. Why -- why did you choose to go to your  
17 base manager as opposed to somebody else?

18 **A. Because I was reporting it as -- as a**  
19 **flight attendant, and that was the highest leader**  
20 **at my domicile.**

21 Q. And you testified that the next person you  
22 heard from was Ed Schneider; is that correct?

23 **A. Yes, that's correct.**

24 Q. And did you engage with Mr. Schneider  
25 prior to the investigation call that you testified

1 **A. Brett Nevarez.**

2 Q. And then on the other side from  
3 management, it was Mr. Schneider. I believe  
4 earlier you said Ms. Gutierrez was on the line too,  
5 correct?

6 **A. Yes, that's correct.**

7 Q. Was there anybody else who participated in  
8 that discussion with you?

9 **A. I don't -- I don't think so.**

10 Q. Going into that conversation, did you have  
11 any goals in mind of what you hoped to accomplish  
12 in that call?

13 **A. No. Just to answer any questions they**  
14 **had.**

15 Q. Were you trying to get Ms. Carter fired?

16 **A. No.**

17 Q. During that call, did you make any  
18 recommendations about the type of discipline that  
19 should be issued?

20 **A. No, I didn't.**

21 Q. Were you asked to provide that  
22 information?

23 **A. I was asked -- I believe so. I believe**  
24 **Denise asked me and -- what I wanted to see happen,**  
25 **I think, is how she worded it; what I wanted to see**

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1 happen out of the investigation. And I told her I  
2 just wanted the harassment to stop; that I didn't  
3 want to receive anything else like this. And that  
4 I was fearful other members and other women on the  
5 executive board who were there would be sent those  
6 images. And I didn't want that to happen. I  
7 wanted to protect them from seeing what I saw.

8 Q. And as this process has continued through  
9 Step 2 arbitration and today in litigation, is that  
10 still what you want?

11 A. Yes.

12 Q. After the fact-finding -- or -- excuse me  
13 -- the investigation call that we've just  
14 discussed, did you have any further interaction  
15 with Ed Schneider about Charlene Carter?

16 A. No.

17 Q. Did you interact with anyone else about  
18 the investigation into your complaint?

19 A. No.

20 Q. Did you do anything at all to try to  
21 influence the outcome of the decision of the  
22 fact-finding process after you participated in this  
23 investigation call?

24 A. No. Not at all.

25 Q. When did you first learn that Charlene

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1 process?

2 A. No, I didn't. And I made it clear to our  
3 grievance chairperson that they needed to leave me  
4 very much out of it. Typically, if it was a 30-day  
5 suspension or a termination at some point or  
6 another, someone working the case, you know, would  
7 seek advice, particularly after we were finished  
8 with contract negotiation and I didn't have that on  
9 my plate.

10 So they were specifically instructed,  
11 you know, that they couldn't -- by me, that they  
12 couldn't talk to me; they couldn't seek advice; and  
13 that I, you know, was not going to be privy to any  
14 of the documents or conversations revolving her  
15 grievance or, you know, potential settlements or  
16 outcomes.

17 Q. I am sorry to sidetrack us for a moment.

18 MR. CORRELL: But, Madam Reporter, did  
19 I mark Exhibit 19?

20 THE REPORTER: No, you did not.

21 MR. CORRELL: Okay. I would like to  
22 mark Carter616, just that page, as Exhibit 19 to  
23 Ms. Stone's deposition, which was the document  
24 previously introduced and identified.

25 (Exhibit 19 marked.)

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1 Carter was terminated as a result of your report?

2 A. I don't remember when. I don't remember.  
3 I don't remember how -- how soon in terms of dates.  
4 I don't -- I don't remember who told me. I know it  
5 was someone in -- someone in the union office who  
6 -- who told me she had been terminated after  
7 Southwest Airlines did their rendering.

8 Q. How did you react when you learned that  
9 information?

10 A. I was conflicted. Part of me -- part of  
11 me was relieved that she wouldn't -- when I went  
12 back on line, that she wouldn't be able to harass  
13 or hurt me. And the other part of me was upset  
14 because the instant emotional reaction made me feel  
15 like I -- I had cost someone their job because I  
16 came forward; and I had never had that on me  
17 before. But I also had to remind myself that I  
18 didn't do anything to cause her to send me those  
19 things.

20 Q. Were you happy to learn that she had been  
21 terminated?

22 A. No, I wasn't.

23 Q. Once her disciplinary process went beyond  
24 the initial termination decision and became a  
25 grievance, did you play any role in the grievance

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1 Q. (By Mr. Gilliam) Ms. Stone, during your  
2 time as president of 556, you've talked about a  
3 whole bunch of social media things. Did you ever  
4 receive direct private messages containing anything  
5 as graphic as what you received from Ms. Carter?

6 A. No. Never.

7 Q. What, if anything, has been the lasting  
8 impact of Ms. Carter's messages on you?

9 A. They still haunt me. I still can't look  
10 at them without breaking down. I still can't talk  
11 about it and it's been almost four years. And the  
12 sequence of events that happened afterwards and the  
13 actions that are still going on because of the  
14 lawsuit have caused me tremendous emotional  
15 distress.

16 Q. Ms. Stone, thank you very much for taking  
17 the time to talk to us today. I appreciate it. I  
18 know it's been a very long and hard day for you.

19 MR. CORRELL: And I have no further  
20 questions for you at this time. And I will pass  
21 the witness. Thank you.

22 EXAMINATION

23 BY MR. GREENFIELD:

24 Q. Ms. Stone, hello. This is Adam Greenfield  
25 from TWU Local 556. I would like to discuss just

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1 one quick topic with you because I know it's been a  
2 very long day. Can you hear me okay?

3 **A. Yes.**

4 **Q.** Okay. As part of the discussion you just  
5 had with Mr. Correll, I would like to discuss a  
6 portion of Ms. Carter's Facebook messages to you in  
7 which she ended one of them with, can't wait to see  
8 you back on line.

9 Do you know what I am referencing?

10 **A. Yes.**

11 **Q.** Okay. And my understanding is that you  
12 described this message as a threat to you; is that  
13 correct?

14 **A. Yes.**

15 **Q.** Okay. I would like to just briefly put  
16 that message into context a little bit. Do you  
17 remember a time during your presidency when union  
18 membership meetings were being protected by hired  
19 off-duty police officers?

20 **A. Yes, I do remember.**

21 **Q.** Can you expand on that a little bit as --  
22 as far as the time frame and any other details that  
23 you can recall?

24 **A. The -- the time frame of that was less**  
25 **than six months prior to me receiving these**

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1 **messages from Ms. Carter. It was October 2016 and**  
2 **it was because of a screenshot that was being**  
3 **disseminated of what appeared to be a conversation**  
4 **between two flight attendants on Facebook.**

5 **And in the conversation, the name --**  
6 **there was a name that was blacked out in what I**  
7 **saw. And the first comment made some very**  
8 **derogatory references to that individual's sexual**  
9 **orientation, their ethnicity. And they -- and that**  
10 **flight attendant made a comment about hiring**  
11 **someone to kill him.**

12 **And a second flight attendant had**  
13 **commented and said maybe we could get a two-for-one**  
14 **deal and hire them to put a bullet in the head of**  
15 **the TWU cunt in charge of Local 556. And that**  
16 **screenshot surfaced the very beginning of October**  
17 **right as we were releasing the tentative agreement**  
18 **to the membership and going into what was scheduled**  
19 **to be a month-long ratification process. We had**  
20 **ratification meetings scheduled in all domiciles.**  
21 **And I immediately consulted with legal counsel --**

22 **Q.** And I would like you to -- I will just cut  
23 you off briefly to ask you not to divulge the  
24 contents of any of those conversations, but please  
25 continue if you can without doing so.

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1 **A. Yes. And the -- and I consulted with**  
2 **other officers, and the decision was made that we**  
3 **needed to take that -- that seriously. And that to**  
4 **protect everyone, including the members that would**  
5 **be coming to the ratification meetings, that we**  
6 **needed to have police there as a visible -- as a**  
7 **visible deterrent.**

8 **We also had signs that we had already,**  
9 **prior to that, started printing that you couldn't**  
10 **bring a weapon into a meeting. Because we had**  
11 **already experienced the previous comments made on**  
12 **social media, we had had flight attendants that**  
13 **expressed fear about coming to a membership**  
14 **meeting, particularly in the states that have open**  
15 **carry laws.**

16 **So given that that had happened, we --**  
17 **we felt like that -- protect everyone -- we didn't**  
18 **want people to be afraid to come to ratification**  
19 **meeting to get information about an important**  
20 **contract -- contract vote because they were scared.**

21 **Q.** Okay. Thank you, Ms. Stone. I appreciate  
22 you providing that context.

23 **MR. GREENFIELD:** And I will reserve  
24 any other questions I have for trial or a later  
25 date. And I appreciate you being here today. I

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1 know it's been a long day. And I will pass the  
2 witness back to anyone else who has any remaining  
3 questions. Thank you.

4 **MR. GILLESPIE:** This is Mr. Gillespie.  
5 No questions on behalf of the witness' attorney.

6 **THE VIDEOGRAPHER:** We are off record  
7 at 7:15 p.m.

8 **MR. GREENFIELD:** If we can hold on one  
9 second -- if we can hold on one second on going  
10 completely off record. I have one last point if  
11 everyone is done with questions.

12 **THE VIDEOGRAPHER:** Proceed.

13 **MR. GREENFIELD:** Okay. Mr. Gilliam,  
14 Mr. Correll, I would like to at least discuss with  
15 you on record the possibility of designating the  
16 entire deposition as confidential. There has been  
17 -- pursuant to the Protective Order, there has been  
18 in-depth conversation about several personal  
19 details, including parties that are not -- to this  
20 lawsuit and grievances that they went through. And  
21 so I think, out of an abundance of caution, I would  
22 like to designate whole thing confidential at this  
23 time.

24 **MR. CORRELL:** No objection from  
25 Southwest.



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1 MR. GILLIAM: Let's see. I -- at this  
2 time, I don't think we -- we have an objection.  
3 Doesn't the -- the Protective Order basically  
4 provide a process -- I think it's assumed to be  
5 confidential for a certain period, right?  
6 MR. GREENFIELD: That -- that is  
7 correct.  
8 MR. GILLIAM: Yeah. So certainly, you  
9 know, within that period. But, I guess, if -- if  
10 we have any challenge at any time, you know, we'll  
11 communicate that to you.  
12 MR. GREENFIELD: Thank you. Perfect.  
13 THE VIDEOGRAPHER: Anything further?  
14 MR. GILLIAM: Nothing further.  
15 THE VIDEOGRAPHER: We are off record  
16 at 7:17 p.m. End of deposition, end of media.  
17 (End of Proceedings.)  
18  
19  
20  
21  
22  
23  
24  
25

1 I, AUDREY STONE, have read the foregoing  
2 deposition and hereby affix my signature that same  
3 is true and correct, except as noted above.  
4  
5  
6 AUDREY STONE  
7  
8 THE STATE OF \_\_\_\_\_  
9 COUNTY OF \_\_\_\_\_  
10 Before me, \_\_\_\_\_, on this day  
11 personally appeared AUDREY STONE, known to me (or  
12 proved to me under oath or through \_\_\_\_\_) to  
13 be the person whose name is subscribed to the  
14 foregoing instrument and acknowledged to me that  
15 they executed the same for the purposes and  
16 consideration therein expressed.  
17  
18 Given under my hand and seal of office this \_\_\_\_\_  
19 day of \_\_\_\_\_, 2020.  
20  
21  
22  
23  
24  
25

NOTARY PUBLIC IN AND FOR THE  
STATE OF \_\_\_\_\_  
MY COMMISSION EXPIRES: \_\_\_\_\_

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1 CHANGES AND SIGNATURE  
2 WITNESS NAME: AUDREY STONE  
3 DATE OF DEPOSITION: NOVEMBER 24, 2020  
4 PAGE LINE CHANGEREASON  
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1 REPORTER'S CERTIFICATION  
2 IN THE UNITED STATES DISTRICT COURT  
3 FOR THE NORTHERN DISTRICT OF TEXAS  
4 DALLAS DIVISION  
5 CHARLENE CARTER )  
6 )  
7 ) CIVIL ACTION NO.  
8 VS. ) 3:17-CV-02278-X  
9 )  
10 SOUTHWEST AIRLINES CO., AND )  
11 TRANSPORT WORKERS UNION OF )  
12 AMERICA, LOCAL 556 )  
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DEPOSITION OF AUDREY STONE  
NOVEMBER 24, 2020  
(REPORTED REMOTELY)

I, CHARIS M. HENDRICK, Certified Shorthand  
Reporter in and for the State of Texas, do hereby  
certify to the following:  
That the witness, AUDREY STONE, was by me  
duly sworn and that the transcript of the oral  
deposition is a true record of the testimony given  
by the witness.

I further certify that pursuant to Federal  
Rules of Civil Procedure, Rule 30(e)(1)(A) and (B)  
as well as Rule 30(e)(2), that review of the  
transcript and signature of the deponent:  
\_\_xx\_\_ was requested by the deponent and/or a

1 party before completion of the deposition.  
2 \_\_\_\_\_ was not requested by the deponent and/or  
3 a party before the completion of the deposition.

4 I further certify that I am neither  
5 attorney nor counsel for, nor related to or  
6 employed by any of the parties to the action in  
7 which this deposition is taken and further that I  
8 am not a relative or employee of any attorney of  
9 record in this cause, nor am I financially or  
10 otherwise interested in the outcome of the action.

11 The amount of time used by each party at  
12 the deposition is as follows:

13 Mr. Gilliam - 6:58 hours/minutes

14 Mr. Correll - 1:07 hours/minutes

15 Mr. Greenfield - 8 minutes

16  
17 Subscribed and sworn to on this 4th day of  
18 December, 2020.



19  
20  
21 *Charis M. Hendrick*

22 CHARIS M. HENDRICK, CSR # 3469

23 Certification Expires: 10-31-21

24 Bradford Court Reporting, LLC

25 7015 Mumford Street

Dallas, Texas 75252

Telephone 972-931-2799

Facsimile 972-931-1199

Firm Registration No. 38

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